

Sustainability Report

for
**CHG-MERIDIAN
Group**

Reporting year 2025

01/01/2025
to 31/12/2025



Sustainability report of the CHG-MERIDIAN Group for the financial year January 1, 2025 to December 31, 2025

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1 About this report

This sustainability report for 2025 presents our sustainability performance at CHG-MERIDIAN. We highlight our impact in the social, environmental, and economic spheres, discuss the risks and opportunities arising from sustainability matters, and describe the concepts we have developed and the goals we have defined. This report is the separate combined non-financial Group report for 2025 for CHG-MERIDIAN AG and the CHG-MERIDIAN Group in accordance with the German Commercial Code (HGB, section 340 (4) in conjunction with 340i (5), sections 315b and 315c in conjunction with section 340a (1a) and sections 289b to 289e) and aims to inform our stakeholders about how we are meeting our responsibilities. Where there are differences in the assertions for the Group and for CHG-MERIDIAN AG, this is highlighted in the text.

In recent years, our sustainability report followed the framework of the Global Reporting Initiative (GRI). Last year, we broke with the principle of consistency and used selected disclosures from the European Sustainability Reporting Standards (ESRS) in combination with internal definitions in accordance with sections 315c (3) and 289d HGB as the framework. The sustainability report for 2025 has primarily been prepared in reference with ESRS and has undergone a review with limited assurance (exceptions listed under [BP-1](#)). An overview of the disclosures' conformity with ESRS can be found in section [IRO-2](#). The following table shows the transition from minimum CSR-RUG requirements to ESRS disclosures:

Minimum requirements of CSR-RUG	Chapter
Environmental matters	E1 – Climate change E5 – Resource use and circular economy
Employee matters	S1 – Own workforce
Respect for human rights	S1 – Own workforce S2 – Workers in the value chain
Social matters	CHG-MERIDIAN has not identified any material impacts, risks, and opportunities in relation to affected communities, and thus does not report on social matters as defined by section 289c HGB.
Anti-corruption and anti-bribery matters	G1 – Corporate governance
Other matters	Entity-specific – Data protection and information security

The period under review in this report is the 2025 financial year (January 1, 2025 – December 31, 2025).

The 2025 sustainability report – with the exception of external sources and links, for example – has undergone an independent review with limited assurance. The independent practitioner's report can be found in [chapter 6](#) at the end of this document.

2 ESRS 2: General disclosures

2.1 Basis for preparation

BP-1 – General basis for preparation of the sustainability report

Scope of consolidation

The sustainability report has the same scope of consolidation as the consolidated financial statements. It thus covers all subsidiaries except where it explicitly indicates a different scope. This is the third time that we are making sustainability-related disclosures at Group level. We have chosen to use ESRS as the framework for this report on a voluntary basis, with the following exceptions and gaps in relation to ESRS conformity:

- Due to insufficient data quality and the lack of international HR software, we currently only report the gender pay gap (S1-16) for *Central Europe* (CHG-MERIDIAN AG, Industrial Solutions GmbH, Austria, Switzerland). Furthermore, the disclosed figure deviates from the ESRS definition.
- We do not currently report the annual total remuneration ratio (S1-16).
- The non-financial statement is not integrated into the management report.
- Since we did not acquire the subsidiary Meridian Leasing Corporation (MLC) until the fourth quarter of 2024, the non-financial information is not included in the prior-year figures – with the exception of headcount (S1) and emissions (E1).

We made use of the phase-in option for disclosures relating to training and skills development (S1-13) and do not report the percentage of employees who took part in regular performance and career development reviews in 2025.

Disclosures on the upstream and downstream value chain

The materiality analysis takes the activities of CHG-MERIDIAN and of the upstream and downstream value chain into account. The double materiality analysis was produced in accordance with ESRS and thus exceeds the materiality definition in CSR-RUG (section 289c (3) HGB).

The sustainability report primarily describes CHG-MERIDIAN's own policies, actions, targets, and metrics; the upstream and downstream value chain is described in the sustainability report, and we have defined a wide range of strategies and guidelines (and in some cases, metrics) for the following areas: *sustainable procurement* (upstream supply chain, S2), *data protection/information security* (downstream value chain, entity-specific, governance), and *end-of-lease processes* (downstream value chain, E5).

For further details about the value chain, see section [ESRS 2 SBM-1](#). ↓

Transparency

Transparency is one of the principles that underpin CHG-MERIDIAN's operating policy. With this in mind, the Company did not make use of the option to exclude certain information from its sustainability report, such as the disclosure of upcoming developments or matters that are still at the negotiation stage.

EU taxonomy

CHG-MERIDIAN is required to produce a non-financial statement in the management report and/or a separate non-financial report under the provisions of German commercial law (sections 340i (5) in conjunction with 315b and 315c in conjunction with sections 340a (1a) in conjunction with 289b to 289e of the German Commercial Code [HGB]). While CHG-MERIDIAN is

neither a capital-market-oriented company nor a credit institution pursuant to the Capital Requirements Regulation (CRR), and thus not subject to the requirements of Article 8 of the EU Taxonomy Regulation, we are working on capturing and reporting EU taxonomy metrics within the framework of the Corporate Sustainability Reporting Directive (CSRD).

[BP-2 – Disclosures in relation to specific circumstances](#)

Time horizons

We define the following time horizons in CHG-MERIDIAN’s financial planning:

- Near-term horizon: less than one year (in line with IFRS)
- Long-term: more than one year

CHG-MERIDIAN’s strategy has different timelines and includes a medium-term program with a five-year term (currently: NEXT 2025). Since sustainability is a strategic matter, we have harmonized the sustainability time horizons with the strategic time horizons:

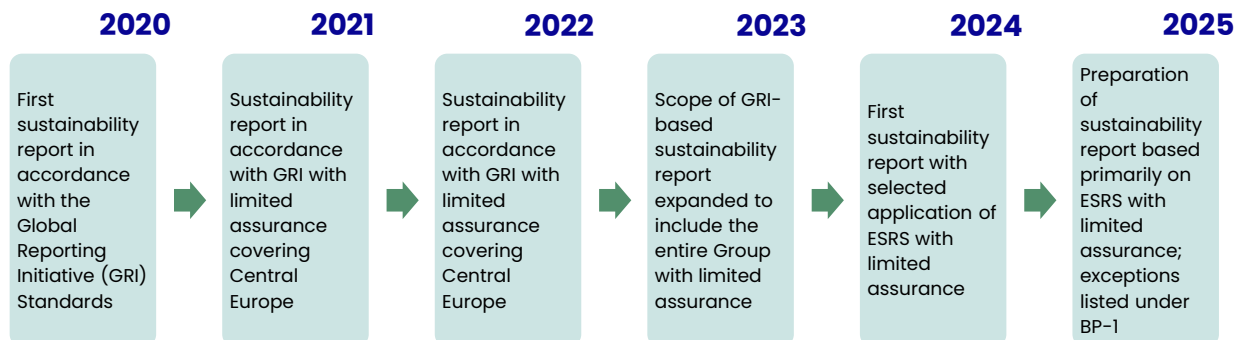
- Short-term: less than one year
- Medium-term: one to five years
- Long-term: more than five years

Where our time horizons deviate from these general guidelines, this is indicated in the relevant part of the sustainability report.

Structure of the sustainability report

The sustainability reports up to and including 2023 were prepared in accordance with the GRI standards. With regard to the structure of the content, CHG-MERIDIAN followed the content of the materiality analysis carried out at the time. CHG-MERIDIAN carried out a materiality analysis for the first time for the 2024 reporting period in reference with ESRS requirements. A new approach to sustainability reporting based on this materiality analysis was adopted, with the 2025 sustainability report once again structured in line with ESRS. Text content and metrics are based on selected ESRS disclosures, as presented in the contents index in IRO-2. No other frameworks, such as GRI or TCFD, were used to produce this report.

Our sustainability reporting has evolved in recent years and has become more professional over time:



In contrast to 2024, the *Data protection and information security* topic is no longer presented under S4, but as an entity-specific topic under *Governance* information. Given the B2B focus of our business, we have determined that the disclosures under S4 are not a fit for CHG-MERIDIAN as we neither manage nor store end-user or consumer data. We continue to report on our

policies, actions, targets, and metrics in relation to data protection and information security, but without the link to consumers.

Data sources and estimates for the sustainability report

If no primary data is available, we rely on secondary data and/or estimates and extrapolation. The following table presents the types of estimate and measurement uncertainty:

Metric	Estimates/measurement uncertainty	Chapter
CCF	The actual electricity consumption data for buildings in which we rent offices is often not provided until the middle/end of the following year. We therefore make some use of the previous year's data when calculating these Scope 1 and 2 emissions. Where no actual data on energy consumption for heating is available, it is calculated using an average consumption value per square meter, taking into account the climate zone in which the building is located. Additional uncertainty arises primarily from the choice and origin of emission factors. The uncertainty is greater for Scope 3, in particular for emissions related to the product lifecycle. These are often based on estimates per asset class.	E1
Total volume of waste (office locations)	We do not have data on waste volumes for office-only locations where we rent larger office complexes. Waste data for these locations is estimated based on data from our headquarters in Weingarten, taking into account staff attendance.	E5

We endeavor to increase data quality and gradually reduce the use of estimates with the aim of continuous improvement. We do so by optimizing emission factors per asset or asset class rather than taking a spend-based approach or implementing a data management system.

Retrospective restatements and errors from the previous sustainability report are based on the requirements of the SBTi and the Greenhouse Gas Protocol.

- Incorrect presentation of GHG intensity values for 2024 (E1-6)
- Restatement of the emission and energy consumption figures for 2024 (E1-5, E1-6)

Some corrections were made to the greenhouse gas emissions and activity data in Scopes 1 (-6.1%), 2 (20.1%), and 3 (-0.2%) that were previously reported for 2024. These restatements reflect the addition of missing data from mergers and acquisitions and the correction of errors based on new and more accurate information.

- With regard to the Company's own vehicles, corrections were made after data was originally entered incorrectly. These corrections resulted in a reduction in emissions reported for this category.
- With regard to the buildings (electricity) category, corrections were made after data was originally entered incorrectly. These corrections resulted in a reduction in the recalculated emissions.

No datapoints are incorporated by reference.

2.2 Governance

GOV-1 – The role of the administrative, management, and supervisory bodies

The governance structure has a strong influence on the sustainability strategy and the sustainability organization. The embedding of, and support for, sustainability in senior management and across all areas of the organization are of huge importance when it comes to implementing targets and optimizing an ambitious strategy.

a. Composition and diversity of governing bodies

CHG-MERIDIAN AG is the parent company of the CHG-MERIDIAN Group and an unlisted stock corporation. Its Board of Management has three members: CEO Dr. Mathias Wagner, CFO Ulrich Bergmann, and CSO Daniel Welzer (0 percent women on the board). The Board of Management regularly reports to the Supervisory Board, which has six members: four men and two women (33 percent women on the Supervisory Board). The Supervisory Board comprises two majority shareholders (term of appointment until 2028), two independent external individuals (33 percent independent members, term of appointment until 2027 and 2028 respectively), and two employee representatives (100 percent employee representation, term of appointment until 2027). The following table provides a breakdown of the governing bodies' composition:

Governing body	Members	Gender split	Gender diversity ratio (ratio of women to men)	Independence
Board of Management	3	0% female	0:3 = 0%	n/a
Supervisory Board	6	33% female	2:4 = 50%	33% independent

b. Expertise and experience of governing body members

The Supervisory Board as a whole can call upon a broad range of expertise, which is essential when supervising an international leasing company. The Supervisory Board is elected by the Annual General Meeting. The criteria for selection and the fit-and-proper assessment of a member of the Supervisory Board are based on section 25d of the German Banking Act (KWG) and relevant laws and statutory provisions (in particular, the German Stock Corporation Act (AktG)). Furthermore, the Supervisory Board as a whole must have the expertise, capabilities, and experience required to fulfill its control function and to assess and supervise the Board of Management of CHG-MERIDIAN. These essentially comprise personal skills and theoretical and practical knowledge. The following table lists the expertise and experience of the Supervisory Board members:

Member	Position	Expertise and sector experience
Jürgen Mossakowski	Chairman	Corporate governance, auditing, financial services, leasing
Finja Kütz	Deputy Chairwoman	Sustainable finance, strategy, general finance, ESG
Meltem Onursal	Member (employee representative)	Law, compliance, financial markets, regulation
Luz Kling	Member	Sales, customer management, leasing, technology
Frank Gelf	Member	Operational management, business processes, leasing

Member	Position	Expertise and sector experience
Jürgen Scheftschik	Member (employee representative)	Tax, auditing, general finance

c. Governance structure for sustainability

Responsibilities and reporting channels

The **Supervisory Board** acts as an overarching governance body and is involved in the Company’s strategic planning, including the definition of sustainability values. The **Board of Management** has operational responsibility for implementing the sustainability strategy. The specific governance structure for sustainability topics is as follows:

- **Group Sustainability Board:** Top-level internal sustainability committee involving the Board of Management. Responsible for monitoring sustainability risks and opportunities.
- **Group Sustainability Office:** Made up of four sustainability leaders and four sustainability managers (50 percent female) who coordinate the four action areas:
 - Labor rights and human rights
 - Business ethics
 - Environment
 - Sustainable procurement

The sustainability managers report to the **Group Regulatory Officer**, who oversees all functions in accordance with the Three Lines Model. A **sustainability expert** has supported the sales division since 2023, reporting directly to the CSO.



Controls and monitoring

The Board of Management is informed about sustainability topics and progress with sustainability targets at least quarterly during the regulatory meetings. Here, reports on impacts, risks, and opportunities are provided on an ad hoc basis; specific reports on the IROs are only provided once a year for the purposes of validating the DMA. Strategic sustainability management is handled by the Group Sustainability Board, while the Group Sustainability Office coordinates operational actions.

d. Ensuring adequate sustainability expertise

Both the Board of Management and the Supervisory Board receive regular training on sustainability topics, for example from external experts on the topic of CSRD. The central administrative, management, and supervisory bodies are also involved in the Company's strategy development and scrutinize the definition of corporate values and principles.

The policy concerning fit-and-proper assessments, which has applied across the Group since 2023, defines the necessary skills and expertise for the Supervisory Board, the Board of Management, and the holders of key positions. The 'Guidance Notice on management board members' and the 'Guidance Notice on Members of Administrative and Supervisory Bodies' govern the fit-and-proper assessment of members of the governing bodies pursuant to KWG and the German Investment Code (KAGB).

The skills and expertise represented in the governing bodies are focused on the Company's material sustainability-related impacts, risks, and opportunities. The expertise in sustainable finance, for example, facilitates the development and monitoring of green financial products. The auditing expertise ensures that reporting meets compliance requirements and stays true to established principles.

[GOV-2 – Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies](#)

Information on administrative, management, and supervisory bodies

As explained in the previous chapters, both the Board of Management and the Supervisory Board are regularly informed about sustainability-related impacts, risks, and opportunities (including adopted policies, actions, relevant metrics, and target achievement) and receive training on these matters.

Group Sustainability Board

The Group Sustainability Board is responsible for implementing our sustainability strategy across all of the Group's functions. The most senior decision-makers of the CHG-MERIDIAN Group sit on this board, maintaining a continual dialogue and ensuring that expertise in the area of sustainability (including compliance, corporate governance, ISO certifications, equal treatment, diversity, and sustainable procurement) is expanded at management level on an ongoing basis.

Supervisory Board

As described in [ESRS 2 GOV-1](#), the Supervisory Board is a governance body. In addition to the sustainability report, the Supervisory Board also receives reports on other matters at least once per year, for example compliance and data protection, information security, money laundering, and environmental management. An overall risk report is submitted to the Supervisory Board on a quarterly basis. Based on the risk inventory check, it contains all material risk types that contribute to sustainability risk as a cross-cutting risk from the institution's perspective. Consequently, sustainability risk is also reported on every quarter. The Supervisory Board also receives ad hoc reports and information about a wide range of topics, including sustainability. Moreover, periodic meetings are held that form part of the board's supervisory and due diligence obligations.

Consideration of sustainability in business decisions

Business decisions take sustainability matters into account. Nevertheless, there is some tension between our sustainability efforts and our business performance: As the volume of lease originations increases, for example, so do our Scope 3 greenhouse gas emissions (in connection

with the leased assets that our customers choose). Countervailing developments like these are taken into account when setting targets (e.g. for the Science Based Targets initiative [SBTi]). In the case of the SBTi, for example, we have decided not to set absolute climate targets for Scope 3; instead, we have set an intensity target (see chapter [EI-4](#)).

Material topics in the reporting year

Climate-related impacts were very important in 2025, primarily the emissions linked to leased assets (Scope 3), our ongoing commitment to the SBTi, and the continuing professionalization of our sustainability governance, which includes ratings such as CDP and EcoVadis, our CSRD reporting, and the configuration of our ESG data management software. The administrative, management, and supervisory bodies worked on the following IROs in 2025:

1. Climate impacts:
 - Own operations: generation of greenhouse gases, for example through the use of offices, the running of vehicles in distribution and administration, and from travel by employees
 - In connection with leased assets: generation of greenhouse gases in the upstream and downstream value chain in connection with leased assets (Scope 3)
2. Climate risk:
 - Loss of customers, and thus of lease originations, a transition risk if no climate action taken

[GOV-3 – Integration of sustainability-related performance in incentive schemes](#)

To date, no sustainability matters (primarily the achievement of climate targets) have been included in the incentive and remuneration systems at senior management level (Board of Management and Supervisory Board). Consequently, 0 percent of the salaries of the Board of Management is linked to the achievement of sustainability targets or climate-related targets.

[GOV-4 – Statement on due diligence](#)

The following table provides an overview of where core elements of due diligence can be found in this report, i.e. the processes implemented by CHG-MERIDIAN to identify impacts, risks, and opportunities (in the materiality analysis, for example) and the action taken to prevent negative impacts.

Core elements of due diligence	Subsections in the sustainability report
a. Embedding due diligence in governance, strategy, and business model	Discussed in chapters: <ul style="list-style-type: none"> - ESRS 2 – GOV-2 - ESRS 2 – GOV 3 - ESRS 2 – SBM-3
b. Engaging with affected stakeholders in all key steps of the due diligence	Discussed in chapters: <ul style="list-style-type: none"> - ESRS 2 – GOV 2 - ESRS 2 – SBM-2 - ESRS 2 – IRO-1 - SI-1 - SI-2 - S2-2 - GI-1
c. Identifying and assessing adverse impacts	Discussed in chapters: <ul style="list-style-type: none"> - ESRS 2 – SBM-3 - ESRS 2 – IRO-1 - ESRS EI.SBM-3

d. Taking actions to address those adverse impacts	Discussed in chapters: - E1-3 - E5-2 - S1-4 - G1-3
e. Tracking the effectiveness of these efforts and communicating	Discussed in chapters: - ESRS 2 – SBM-1 - S1-6 to S1-17 - E1-6 - E5-5 - G1-4

[GOV-5 – Risk management and internal controls over sustainability reporting](#)

The two main controlling mechanisms at CHG-MERIDIAN are verification by a second person and the Three Lines Model of the Institute of Internal Auditors (IIA).

The Three Lines Model of the Institute of Internal Auditors (IIA)

- The first line comprises employees and managers, who identify and manage risk in their day-to-day work and implement internal controls.
- The second line comprises the areas of compliance, anti-money laundering, information security, data protection, business continuity management, outsourcing, environmental management, etc., including the governance aspects of all management systems and all senior management functions. Furthermore, non-financial risk management and sustainability (impacts, risks, and opportunities; see also [GOV-1](#)) are managed in the second line and are thus part of the internal control system (ICS).
- The third line is internal audit, which acts independently and provides objective auditing and consultancy services aimed at adding value and optimizing an organization’s operating procedures. It supports the organization with target achievement by adding a systematic, disciplined approach to assessing and improving the effectiveness of risk management, control, and governance processes.
- The second and third lines work independently of the first and report directly to the Board of Management. They also work together and establish reporting lines to the Supervisory Board.

Risks and controls in sustainability reporting

Two material risks were identified in sustainability reporting. These risks were uncovered in last year’s internal and external audits:

- First, there is the risk that material topics are omitted in the report, resulting in an incomplete sustainability report. This risk is to be mitigated by carrying out the mandatory materiality analysis before the sustainability report is produced. Appropriate steps in the materiality analysis process are intended to ensure that all topics that are material for CHG-MERIDIAN are identified and covered in the sustainability report.
- Second, there is a risk that flawed data is incorporated into the sustainability report, resulting in inaccurate content in the report. To mitigate this risk, the content of the report is checked by a second member of staff in the relevant department.

The ICS and the topic of sustainability (primarily reporting and the CCF calculation) are regularly reviewed during the audits by Internal Audit as the third line of defense. An audit with a comprehensive focus on sustainability is carried out at least every two years. The findings are presented in audit reports and in reports to the top governing bodies.

2.3 Strategy

[SBM-1 – Strategy, business model, and value chain](#)

Company profile

The CHG-MERIDIAN Group is a leading global technology2use company. Using the skills of our workforce of 1,738 employees, we design, finance, and deliver customized technology usage models for the IT, industrial, and healthcare sectors. Our more than 40 locations in 33 countries (as at December 31, 2025) manage the technology infrastructures of large corporations, small and medium-sized enterprises (SMEs), public bodies, and hospitals. Our approach is to support our customers with their digital transformation and help them to run their business in an efficient and sustainability-oriented manner. Based on the principles of the circular economy, our service portfolio includes planning, financing, and operational implementation, as well as certified data erasure, refurbishment, and remarketing of used equipment at our two technology centers in Germany and Norway, and via our international network of partners. Taking a lifecycle-thinking approach, CHG-MERIDIAN relies on refurbishment and reuse to extend asset lifecycles. As a technology management company, we offer our customers end-to-end support, from the needs-based procurement of assets to green transportation, and throughout the useful life of their equipment. Once an asset comes to the end of its first lifecycle, we refurbish and remarket it for a second lifecycle. Old, non-reusable assets or those containing sensitive data are recycled and the resources they contain returned to the material cycle. In contrast to a linear economic model where the value of an asset is almost entirely lost at the end of its lifecycle, the circular model aims to retain an asset's value for as long as possible. This is how our business model contributes to the circular economy. CHG-MERIDIAN's business model is not energy intensive in itself (according to the NACE code classification in Regulation (EU) 2022/1288).

CHG-MERIDIAN also has subsidiaries with different business models, for example devicenow and circulee, which were founded in 2022. The company devicenow provides a global rental model for IT devices, while circulee offers refurbished IT hardware for SMEs. Our subsidiary abakus advises companies on procurement in IT and other areas of technology.

Across three technology segments, we offer customized business concepts tailored to our customers' requirements and applications. In the IT segment, we assist them with the comprehensive and efficient delivery of their technology projects. One solution we offer in Germany is *talentime*, a benefits program with tax relief. In the industry segment, we lease industrial infrastructure for fleet management, production, machinery, warehouses, and logistics. And in the healthcare segment, we finance advanced healthcare technology and hospital IT. Our service portfolio also includes the *tesma* technology and service management system, the *Asset Care*® insurance service¹, our end-of-lease services, and certified data erasure with *eraSURE*®². Customers can also make a financial contribution to climate action through our *carbonZERO*®³ product. The *Client Sustainability Report* product gives every customer access to the carbon footprint of their leased IT assets over a customizable period. While our products and services themselves are not prohibited, there are some markets where regulation requires anyone offering finance leases to have a banking license, which is why our main business is operating leases.

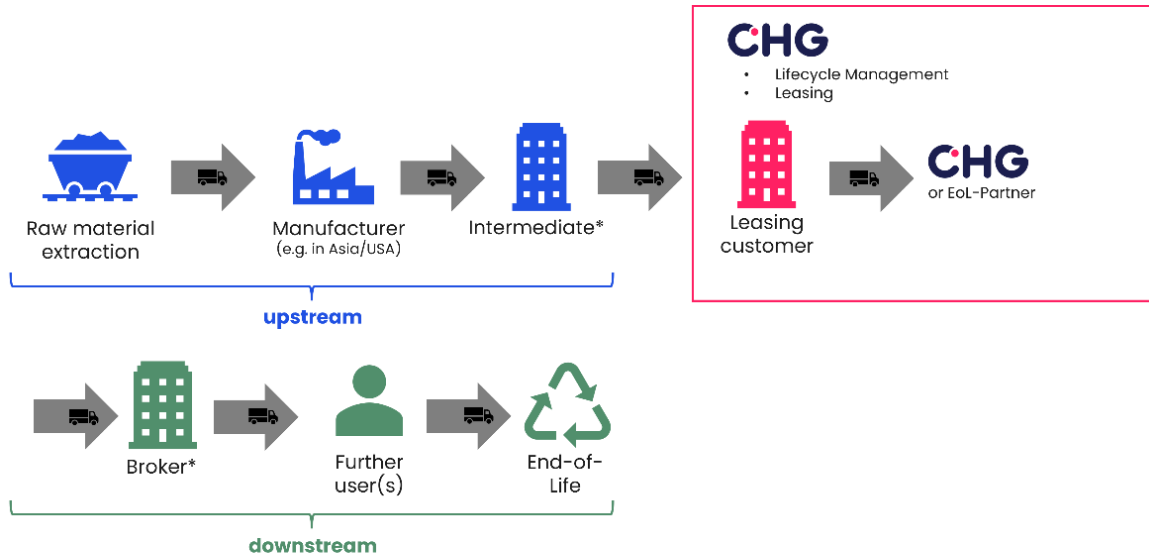
¹ Available in the Central Europe region.

² eraSURE® is officially available in Germany, Austria, Switzerland, Netherlands, Belgium, Luxembourg, and France. The technology center in Skien offers a similar data erasure product for the market in northern Europe.

³ Available in all CHG-MERIDIAN markets.

Our value chain in detail

Whether technology is used in the IT, industrial, or healthcare sectors, our business model's entire value chain covers the extraction of raw materials used to manufacture leased assets all the way to the end-of-life/recycling of these assets. The following chart shows the standard journey of a leased asset:



*in special cases, these supply chain members are skipped

Fig.: Standard journey of a leased asset, from raw material extraction to end-of-life

The general processes of leasing can be explained using a **lease triangle** (see chart below):

- The customer orders the assets from the manufacturer, who delivers them to the customer. The invoice for the assets is sent to CHG-MERIDIAN (as the lessor).
- The customer confirms receipt of the assets to CHG-MERIDIAN. CHG-MERIDIAN then pays the manufacturer.
- The customer pays back the full amount, including margin/residual value, to CHG-MERIDIAN in installments over the minimum lease term.

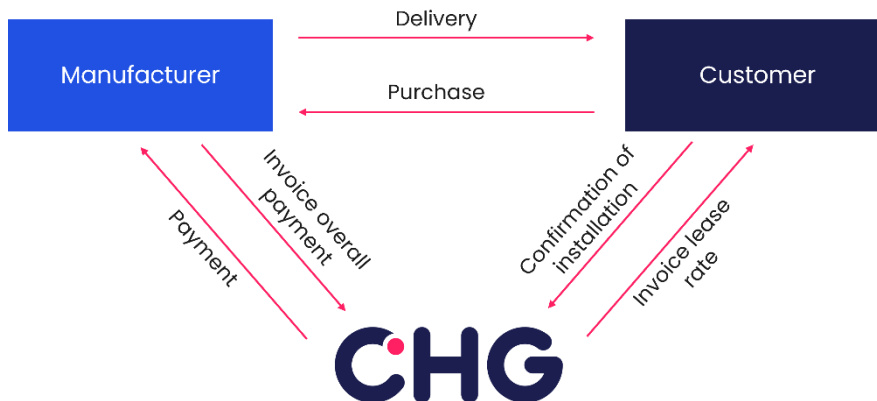


Fig.: Classic 'leasing triangle'

With regard to our **responsibility in the supply chain**, this means that while we purchase the leased assets and can thus be considered part of the supply chain, it is the customer who negotiates with the supplier of these assets. The customer chooses the supplier and the assets, and concludes the contracts, and it is the customer who can influence the supplier. As the funding partner and lessor, CHG-MERIDIAN has no influence on the supplier, neither in the choice

of supplier nor in the choice of products. Although we have very limited influence on suppliers in this respect and due diligence is more of a matter for the customer, our approach to sustainability means that we request proof of sustainability wherever possible. This is particularly true with regard to major IT equipment manufacturers.

In the lease business, particularly where we provide technology management, CHG-MERIDIAN is fully responsible for the contractually agreed range of services and their provision. We can exert greater influence in this kind of business relationship and identify levers that encourage responsible procurement. The same applies to all suppliers involved in the end-of-lease process, such as subsidiaries, production partners for data erasure and refurbishing services, and our recycling partners. Other suppliers involved in non-customer-related procurement include companies through which we make purchases for our own use, such as office supplies, furniture, electricity, and rent.

The spheres of influence and due diligence are summarized in the chart below:

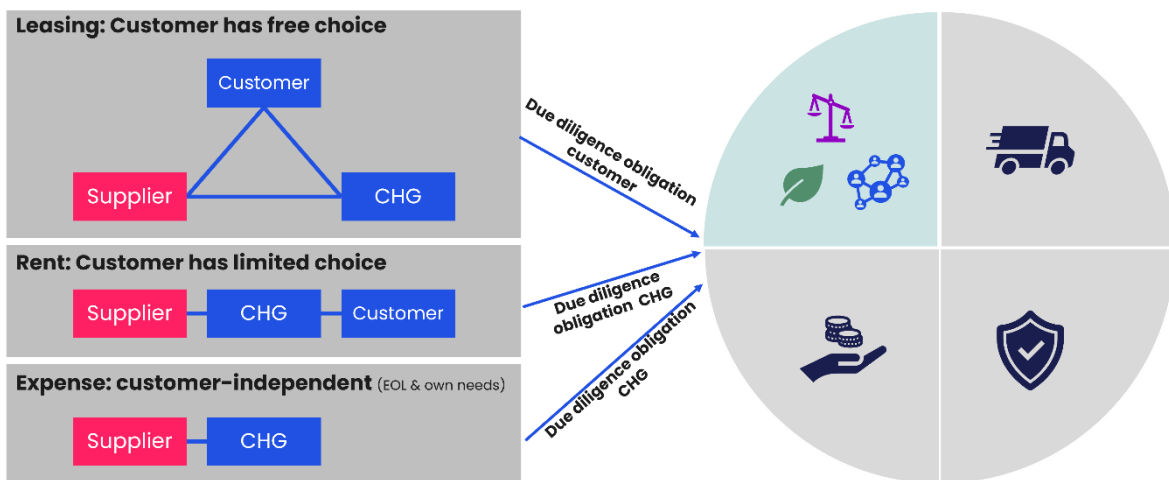


Fig.: Due diligence in the supply chain by type of business relationship

Description of the customer structure, including categorization by sector

Our customer base is very diverse. Across the Group, we handle technology management for over 13,000 customers⁴. We manage the technology infrastructure of large corporations, SMEs, and the public sector (including public authorities and hospitals).

CHG-MERIDIAN in numbers

- The **volume of lease originations in 2025 reached €3.12 billion**, of which the IT sector accounted for 68.8 percent, the industry sector for 24.4 percent, and the healthcare technology sector for 6.7 percent.
- Thereof:

⁴ Retrospective restatement compared with the 2024 report due to a transfer error.

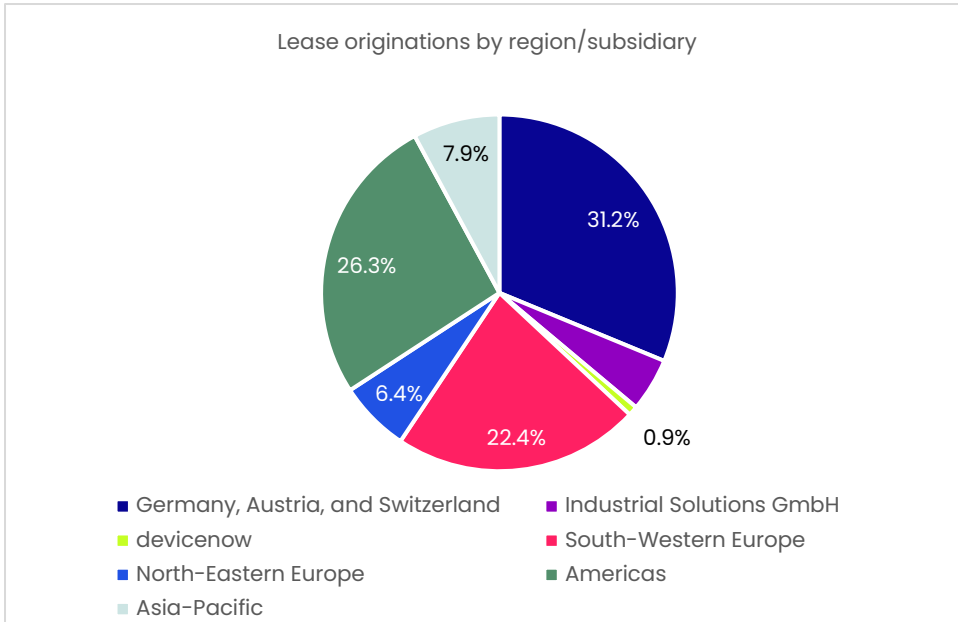


Fig.: Lease originations by region/subsidiary

- As at December 31, 2025, CHG-MERIDIAN employed 1,738 people across the Group (headcount excluding employees on parental leave, apprentices, and students).
- Thereof:

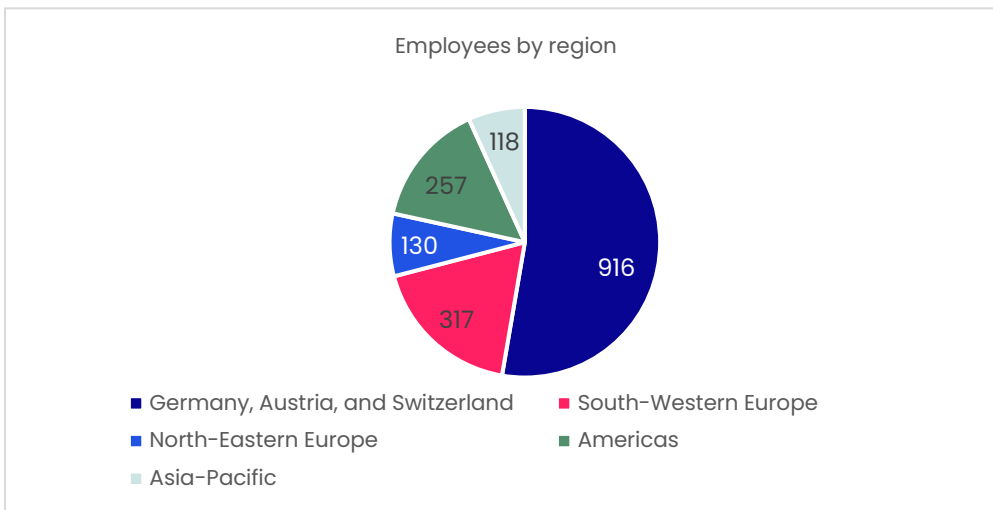


Fig.: Employees by region

- The total value of the financed and managed **technology portfolio** was **€12.6 billion** as at December 31, 2025.

Sustainability in CHG-MERIDIAN's overall strategy: strategic positioning and challenges and solutions

Global sustainability topics such as climate change, resource scarcity, and rising amounts of electronic waste are major challenges. The manufacture of IT assets generates significant greenhouse gas emissions, consumes a lot of energy and resources, and involves social risks along global supply chains. At the same time, the digital transformation is increasing demand for high-performance hardware.

CHG-MERIDIAN feels duty-bound to play an active role in shaping the transition to a resource-efficient, circular economy. By leasing IT assets downstream and professionally refurbishing

them, our business model helps to extend product lifecycles and can reduce both electronic waste and greenhouse gas emissions compared with manufacturing new equipment. These leasing and remarketing services are actively shaping the transition to a circular economy while combining commercial success with environmental and social responsibility.

Profitable growth is CHG-MERIDIAN’s long-term goal. We are increasing the added value for our stakeholder groups through sustainable corporate governance and by following a business model geared toward sustainability and the circular economy.

CHG-MERIDIAN pursues a sustainability strategy that was developed with reference to the United Nations’ 17 sustainable development goals (SDGs) and approved by the Group Sustainability Board. It is enshrined in a joint functional strategy alongside the regulatory, compliance, and audit strategy. Rather than considering sustainability in isolation, we view it as a function that interacts with other sub-strategies and departments. Each department, country, and employee implements the sustainability strategy through operational actions, ensuring that these are compatible with the existing corporate and function-specific strategies. This is how we ensure that sustainability is integrated across the CHG-MERIDIAN Group and that it is the main principle that guides our actions.

Our sustainability-related targets apply across the Group and are not defined for individual product groups, services, customer segments, or geographical region. Instead, we take a holistic approach that incorporates all business segments and markets. Our sustainability targets are primarily based on the expectations and requirements of our customers and other relevant stakeholders. We continuously assess the market and our customers’ needs in order to identify their current and future sustainability requirements and determine the extent to which we already meet them. Our science-based climate targets (in accordance with SBTi; see [E1-1](#) and [E1-4](#)) are a key element that we implement across the Group. By making a concerted effort to meet these targets, we aim to contribute to decarbonization and help our customers to achieve their own sustainability targets. Our extensive experience in sustainability reporting, our standards and management systems, and the assessment and recognition of our efforts by independent third parties (including rating agencies) create transparency and confirm that we are implementing sustainability effectively.

We have broken down our sustainability strategy into four pillars: the environment, labor rights and human rights, business ethics, and sustainable procurement. We have defined strategic ambitions for each action area and measure progress using medium-term targets up to 2030. The specific targets are described in each topic chapter (E1, E5, S1, S2, G1).

	Environment	Labor rights and human rights	Business ethics	Sustainable procurement
What is our strategic ambition?	We aim to support our customers on the journey to a circular economy and integrate climate-friendly and resource-efficient practices in our business activities and the lifecycle of leased assets.	We strive for equal opportunities for all of our employees.	We are guided by the highest standards of ethical business practices and endeavor to implement them in our actions.	We aim to make supply chains more transparent and assess the sustainability performance of suppliers.

<p>How do we measure our progress?</p>	<p>SBTi Scope 1, 2, and 3; see E1-4</p> <p>Remarketing ratio; see E5-3</p>	<p>Diversity in management positions; see S1-5</p> <p>Training and skills development; see S1-5</p>	<p>Expansion of the integrated management system (IMS); see G1-1</p> <p>Regulatory training; see G1-1</p>	<p>Assessment of business and expense suppliers; see S2-5</p>
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[SBM-2 – Interests and views of stakeholders](#)

Dialogue with stakeholder groups

Satisfied customers and employees, transparency vis-à-vis the general public and auditing bodies, and reliable supplier and partner relationships are crucial to our success. By involving relevant stakeholder groups, CHG-MERIDIAN strengthens the quality of its decisions and increases transparency and buy-in. In the course of the materiality analysis, we identified relevant stakeholder groups. We are continuously refining our approach to addressing the interests of our stakeholders so that we can maintain a reliable dialogue with the most important groups. External stakeholder groups include customers, funding partners, business partners, public institutions, and the wider public. Internal stakeholder groups, including our shareholders and our employees, also play an important part. We host annual events, such as international and local funding partner conferences, in order to maintain an ongoing dialogue. As a finance and technology service provider, we also maintain a dialogue with public bodies, such as the German Federal Financial Supervisory Authority (BaFin) and similar institutions in the countries in which we operate. Sustainable procurement that addresses respect for the human rights of workers in the value chain is a material pillar of CHG-MERIDIAN’s sustainability strategy. Risk analyses and supplier requirements are used to identify risks relating to human rights and to integrate respect for the rights, interests, and views of this stakeholder group into the sustainability strategy and business model.

Our shareholders and our employees are important internal stakeholders, which is why we keep them informed about sustainability topics via our People and Culture department, our corporate communications, and the works council at the technology center in Gross-Gerau. In addition, we provide a number of platforms on which they can share relevant information. Where appropriate, the interests, views, and rights of our employees are factored into the corporate strategy. For example, the ideas of the Diversity, Equity & Inclusion (DEI) committee, which was established by the employees, are implemented and, in some cases, aspects are incorporated into the sustainability strategy.

We also consider the general public to be a stakeholder, and enter into dialogue with non-governmental organizations (NGOs) on an ad hoc basis. The communities in which our locations are based are also important to us.

Dialogue formats with stakeholder groups

We actively include our stakeholders’ interests in our actions through our existing dialogue formats and plan to expand these in the future. As a matter of principle, we treat any relevant matters raised by stakeholders as confidential. The Board of Management is informed of the views and interests of various stakeholder groups via the materiality analysis and subsequent approval process.

Stakeholder group	Dialogue formats
Shareholders	<ul style="list-style-type: none"> - Annual General Meeting - Closed meeting - Supervisory Board meetings
Employees and works council	<ul style="list-style-type: none"> - Ongoing internal communication and dialogue - Regular employee survey
Customers	<ul style="list-style-type: none"> - Key account management - Annual report - Events - External communication - Sustainability ratings, such as EcoVadis, CDP, IntegrityNext, and Supplier Assurance NQC - Customer satisfaction survey
Funding partner	<ul style="list-style-type: none"> - International Funding Partner Conference - Local funding partner conferences - Annual report
Business partners (including suppliers)	<ul style="list-style-type: none"> - Supplier and service management - Annual report - External communication - Sustainability ratings, such as EcoVadis
Public institutions	<ul style="list-style-type: none"> - Audits and audit reports - Annual report - Compliance with statutory notification and reporting obligations, and with supervisory consultations
General public and NGOs	<ul style="list-style-type: none"> - Annual report - External communication and events - Ad hoc dialogue - Membership of initiatives such as the UN Global Compact, Science-based Targets initiative (SBTi), Diversity Charter, Federal Association of German Leasing Companies (BDL), and Alliance for Development and Climate

[SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#)

The material impacts, risks, and opportunities (IROs) at CHG-MERIDIAN go beyond the direct IROs in our own operations. Due to our business model, they are also found in the upstream and downstream value chain: upstream, because manufacturing the assets we lease to our customers has an impact on the environment, on people, and on society; and downstream, because impacts arise during the use of the assets, and subsequently due to remarketing or recycling, for example. The double materiality analysis was reviewed against the previous year and its methodology refined. The overall result remained essentially unchanged, although some IROs were consolidated and quantified. For example, the IROs *‘Creation of secure and crisis-proof jobs’* and *‘Protection of whistleblowers’* no longer apply. Furthermore, the IROs relating to *‘Data protection and information security’* are no longer assigned to S4; instead, they are disclosed as an entity-specific topic in the context of the [Governance chapter](#).

CHG-MERIDIAN’s sustainability strategy, which is part of the overall strategy (see [ESRS 2 SBM-1](#)), describes how CHG-MERIDIAN deals with sustainability at the strategic level and thus includes topics defined as material. The following chart shows how CSRD reporting is linked to the strategy:

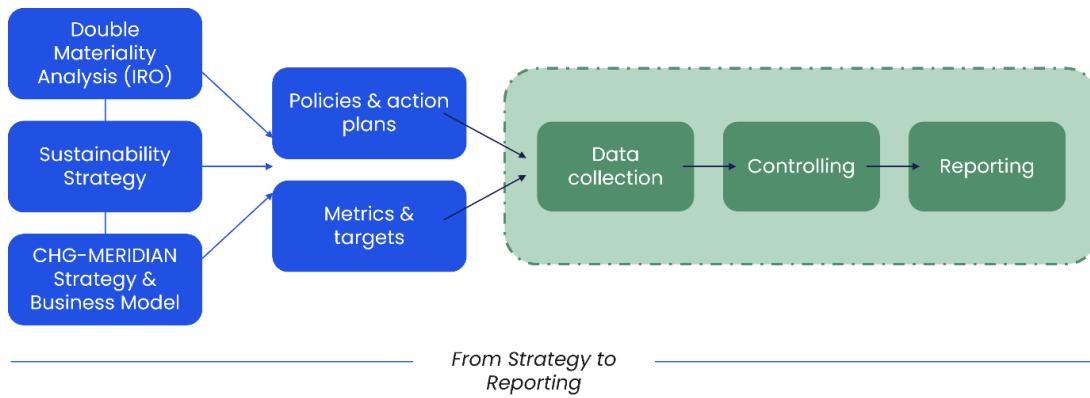


Fig.: From strategy to reporting

The following table lists the sustainability-related impacts, risks, and opportunities⁵ that we have identified and deemed material as a result of our double materiality analysis. The climate risk analysis (see [E1.SBM-3](#)) shows that CHG-MERIDIAN has a crisis-proof and resilient business model with regard to the climate that is based on regional diversification, flexibility, and sustainable value-adding processes. At present, this disclosure can only be made in relation to the climate as no specific information is available for the other IROs. No highly probable, severe impacts were identified (section 289c (3) nos. 3 & 4 HGB):

IRO	Sustainability topic	Sub-topic or sub-sub-topic	Category	Allocation in the value chain	Time horizon
Greenhouse gas emissions in own operations	Climate change (ESRS E1)	Climate change mitigation	Actual negative impact	Own operations	Medium- and long-term
Emission of greenhouse gases during the extraction of raw materials and the manufacture of leased assets	Climate change (ESRS E1)	Climate change mitigation	Actual negative impact	Upstream value chain	Medium- and long-term
Emission of greenhouse gases during transportation and the use of leased assets	Climate change (ESRS E1)	Climate change mitigation	Actual negative impact	Downstream value chain	Medium- and long-term
Transition risks due to ever-stricter regulatory requirements and growing customer expectations regarding climate change mitigation	Climate change (ESRS E1)	Climate change mitigation	Risk	Own operations	Short- to medium-term
Energy consumption during the extraction of raw materials and the manufacture of leased assets	Climate change (ESRS E1)	Energy	Actual negative impact	Upstream value chain	Short-term
Energy consumption during the use of leased assets	Climate change (ESRS E1)	Energy	Actual negative impact	Downstream value chain	Short-term

⁵ Currently, no monetary value can be put on the risks and opportunities.

Generation of waste, including hazardous waste, during the extraction of raw materials and the manufacture of leased assets	Circular economy (ESRS E5)	Waste	Actual negative impact	Upstream value chain	Short- and medium-term
Generation of electronic waste and potentially incorrect disposal in the downstream value chain	Circular economy (ESRS E5)	Waste	Potential negative impact	Downstream value chain	Short- and medium-term
Extension of the lifecycle of IT devices through remarketing	Circular economy (ESRS E5)	Entity-specific – remarketing	Actual positive impact	Own operations	Short- and medium-term
Creation of a work environment that supports a healthy work-life balance	Own workforce (ESRS S1)	Work-life balance	Actual positive impact	Own operations	Short-term
Support for professional development and training for all employees	Own workforce (ESRS S1)	Training and skills development	Actual positive impact	Own operations	Short-term
Potential violence, harassment, or discrimination in the workplace	Own workforce (ESRS S1)	Measures against violence and harassment in the workplace	Potential negative impact	Own operations	Short-term
Personnel, reputational, and legal risks due to potential cases of discrimination	Own workforce (ESRS S1)	Measures against violence and harassment in the workplace	Risk	Own operations	Short- to medium-term
Personnel risk due to high workload	Own workforce (ESRS S1)	Working time	Risk	Own operations	Short-term
Personnel risk due to high workload and health risks	Own workforce (ESRS S1)	Health and safety	Risk	Own operations	Short-term
Personnel risk if job is perceived to not offer equal opportunities	Own workforce (ESRS S1)	Gender equality and equal pay for equal work	Risk	Own operations	Short- to medium-term
Personnel risk if job is perceived to not offer equal opportunities	Own workforce (ESRS S1)	Diversity	Risk	Own operations	Short- to medium-term
Personnel risk if salaries are not considered competitive	Own workforce (ESRS S1)	Entity-specific – competitive salaries	Risk	Own operations	Short-term

Negative impact on working conditions during the extraction of raw materials and the manufacture of leased assets	Workers in the value chain (ESRS S2)	Working conditions	Potential negative impact	Upstream value chain	Short- and medium-term
Negative impact on equal treatment within the workforce during the extraction of raw materials and the manufacture of leased assets	Workers in the value chain (ESRS S2)	Equal treatment and opportunities for all	Potential negative impact	Upstream value chain	Short- and medium-term
Creation of positive corporate values and a positive corporate culture	Business conduct (ESRS G1)	Corporate culture	Potential positive impact	Own operations	Medium- to long-term
Personnel risk resulting from not putting corporate values into practice	Business conduct (ESRS G1)	Corporate culture	Risk	Own operations	Short- to medium-term
Negative impacts linked to potential cases of corruption and bribery	Business conduct (ESRS G1)	Corruption and bribery	Potential negative impact	Own operations	Short-term
Reputational risk and risk of fines due to corruption and bribery	Business conduct (ESRS G1)	Corruption and bribery	Risk	Own operations	Short-term
Negative impacts linked to potentially inadequate data protection and information security	Entity-specific – data protection and information security (ESRS Governance)	Data protection and information-related matters	Potential negative impact	Downstream value chain	Short-term
Reputational risk and risk of fines due to inadequate data protection and information security	Entity-specific – data protection and information security (ESRS Governance)	Data protection and information-related matters	Risk	Own operations	Short-term

The IROs are described in detail at the start of each chapter.

2.4 Impact, risk, and opportunity management

[IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities](#)

A materiality analysis based on the standards of the Global Reporting Initiative (GRI) was introduced in 2020. A double materiality analysis (DMA) was carried out for the first time in 2024 in accordance with ESRS based on the existing materiality analysis according to GRI. The existing DMA only underwent a review in 2025, and no changes were made to the process. The identification of material sustainability topics provides the foundation for our reporting.

The topics in the long list (ESRS 1) provide the starting point for the assessment. As ESRS 1 requires that sustainability topics are considered across the whole value chain, several preliminary steps were taken, including an analysis of CHG-MERIDIAN's business activities and business relationships, the identification and analysis of relevant stakeholder groups (see [ESRS 2 SBM-2](#)),

and the inclusion of other external and internal sources such as the existing GRI-based materiality analysis. As a rule, the materiality analysis covered the entire Group, with no specific focus on geographical aspects. In contrast, the analysis of the upstream supply chain focused on countries in the Global South (e.g. extraction of raw materials) as this is where the biggest environmental and human rights risks are.

We then analyzed and assessed the impacts, risks, and opportunities. Topics that are material from the impact perspective (inside out) and/or the financial perspective (inside out) are also material in the context of CSRD reporting.

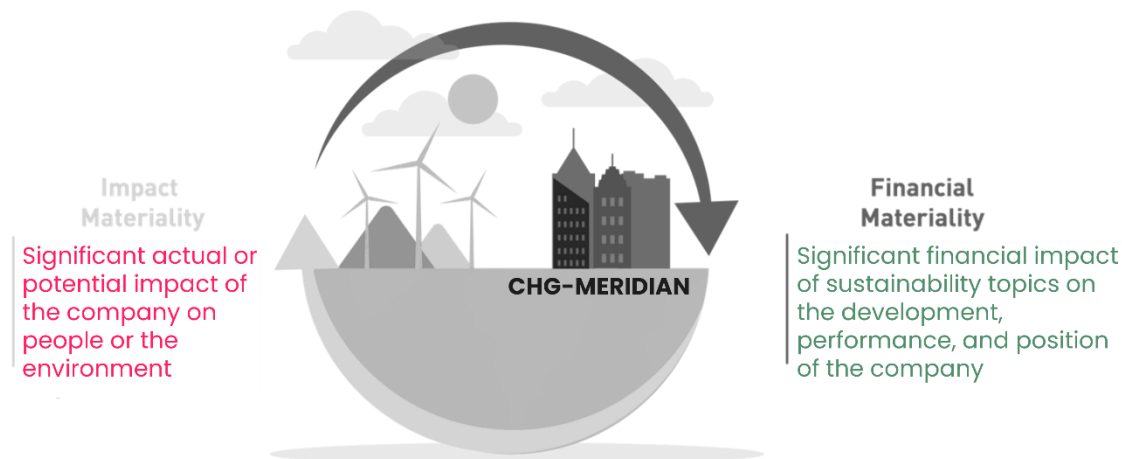


Fig.: Inside-out (impact) and outside-in (financial) perspective

Analysis and assessment of impacts (inside out)

We examined positive and negative as well as actual and potential impacts in terms of whether they are short-term, medium-term, or long-term in nature, and reversible or irreversible.

The initial step involved a qualitative assessment of sustainability topics and an evaluation of topic-specific ESRS disclosures using internal and external sources. These sources included a peer group analysis, the results of the stakeholder dialogue, and an analysis of the global challenges of sustainable development. In the second step, we evaluated the sustainability topics on a numerical scale with five levels. This involves assessing *scale* (how severe is the impact), *scope* (how far does the impact reach), and *reversibility* (to what extent is the impact reversible). In the case of actual positive impacts, we only assess scale and scope. For *potential* positive and negative impacts, we also assess likelihood (0 = unlikely, 1 = highly likely). In the case of a potential negative human rights impact, the severity of the impact takes precedence over its likelihood.

- Scale: 5 – absolute, 4 – high, 3 – medium, 2 – low, 1 – minimal
- Scope: 5 – global, 4 – widespread, 3 – medium, 2 – concentrated, 1 – limited
- Reversibility: 5 – irreversible, 4 – very difficult to remedy/long-term, 3 – difficult to remedy/medium-term, 2 – remediable with effort (time & cost), 1 – relatively easy to remedy/short-term

This gives the following scores:

- >12: **Critical**
- 10-12: **Significant**
- 8-9: **Important**
- 5-7: Informative
- <5: Minimal

A threshold value of greater than or equal to 8 (subject to likelihood) means that topics are material and that CHG-MERIDIAN reports on them in the sustainability report.

The analysis was validated by our sustainability leaders and other representatives of various stakeholder groups, e.g. the Head of People and Culture on behalf of the workforce.

Analysis and assessment of risks and opportunities (outside in)

A sustainability matter is financially material if it impacts or could impact financially on CHG-MERIDIAN. That is to say, if it gives rise or could give rise to risks and opportunities that have or could have a short, medium, or long-term influence on future cash flows and thus on the enterprise value, but were not, or not fully, documented in financial reporting on the reporting date.

According to ESRS, IROs must be reported if they are material from a financial or impact perspective. Based on the impact analysis, we therefore initially focused on the topics that had not yet reached the materiality threshold for impacts.

To this end, we ran a qualitative analysis of our dependency on (1) resources and (2) relationships:

- (1) Resources: To what extent is our ability to continue using the required resources in our business process affected?
- (2) Relationships: To what extent is our ability to continue using the required relationships affected?

Topics for which a significant dependency on resources or relationships was identified were then assessed according to the likelihood and severity of the financial effect. We again used a scale with five levels:

- Likelihood: 1 – occurred, 0.8 – likely, 0.5 – medium, 0.3 – unlikely, 0.1 – almost impossible
- Severity: 1 – existential, 0.75 – high, 0.5 – medium, 0.2 – low, 0.1 – very low

The materiality of risks and/or opportunities is based on a multiplication of likelihood and severity. Risks and/or opportunities rated greater than or equal to 0.2 are reported as material in the sustainability report.

The analysis was validated by our Group Regulatory Officer and our Risk Controlling department. Unlike other risk categories, sustainability risks are integrated, not prioritized.

The result disclosed in ESRS 2 SBM-3 is based on an analysis and assessment of impact materiality and financial materiality. The findings were then compared against publicly available results from the financial sector and the trade association. Topics that are material for CHG-MERIDIAN are a mandatory element of the sustainability report.

[E1.IRO-1 – Description of the processes to identify and assess material climate-related impacts, risks, and opportunities in relation to climate change mitigation](#)

Climate-related impacts, risks, and opportunities were assessed as part of the double materiality analysis (see ESRS 2 IRO-1), which covers own business activities and the upstream and downstream value chain. Furthermore, climate-related risks were examined in greater detail in the climate risk analysis (see E1.SBM-3).

The climate risk analysis includes the following steps:

- a) Analysis of business activities, regions, and locations to determine where the greatest human capital, the income streams, and other assets can be found

- b) Qualitative analysis and assessment of IPCC climate risks (longlist → shortlist): Some climate risks, such as avalanches, were excluded at this stage as CHG-MERIDIAN has no exposure to them.
- c) Quantitative analysis and assessment of the remaining IPCC climate scenarios: Assessment by severity and likelihood (scale with five levels) based on publicly available sources such as the water atlas and Thermal Trace.
- d) The analysis covers the CHG-MERIDIAN locations with the highest ESG risk (due to high employee numbers, central functions such as the headquarters or actual production volume and associated emissions/pollution, and dependence on physical location), with the risks assessed specifically for the individual locations (e.g. Weingarten and the technology center in Gross-Gerau) and regions (e.g. South-Western Europe). The implications for assets and business activities were identified and assessed on the basis of the climate risks.

The following aspects were factored into the climate risk analysis:

- For the physical risks, the climate risk analysis referred to IPCC scenarios with a long-term time horizon (up to 2100) (see ELSBM-3). This means that the time horizons in the climate risk analysis deviate from CHG-MERIDIAN's usual time horizons (see ESRS 2 BP-2).
- The specific geographical factors of the Company's sites were examined, but the specific coordinates of CHG-MERIDIAN's supply chain were not.
- CHG-MERIDIAN identifies climate-related risks using high-emission scenarios and assesses the extent to which its assets (e.g. buildings) and business activities (e.g. operations) are exposed to and react to these risks. The objective is to understand all physical risks.
- Climate-related transition risks arise from the switch to a lower-carbon economy. These are indirect risks and result from changes in government policy, technology, markets, and societal preferences in the course of global efforts to limit global warming to 1.5°C. CHG-MERIDIAN identifies transition events (e.g. new carbon pricing, changing customer preferences) and assesses the extent to which its assets and business activities are exposed to them. The objective is to understand the risks and opportunities associated with the transition.
- Risks were identified through a combination of historical data analysis and scenario models. The analysis was carried out using three climate scenarios:
 - a) **Medium risk:** IPCC SSP1-2.6 (comparable with NGFS Disorderly/Delayed Transition scenario) with +1.5°C global warming by 2100
This scenario envisages a world on a sustainable path thanks to strong international cooperation, significant investment in green technologies, and effective climate policies. Global warming is limited to +1.5°C by the end of the century. This scenario provides a balanced view of risks and opportunities and helps to manage the transition to a low-carbon economy while controlling physical risks.
 - b) **High risk:** IPCC SSP3-7.0 with +3°C global warming by 2100
This scenario depicts a fragmented world in which both mitigation and adaptation to climate change pose major challenges. It assumes limited international cooperation, regional conflicts, and slow technological progress. The world experiences significant economic disparities and high population growth, leading to increased greenhouse gas emissions and a global temperature rise of 3°C by the end of the century. This scenario covers probable risks and uncertainties by taking into account both physical and transition risks. It provides a comprehensive overview of possible future conditions and helps to prepare for a wide range of outcomes.

c) **Very high risk: IPCC SSP5-8.5 with +5°C global warming by 2100**

The IPCC SSP5-8.5 scenario represents a future where fossil fuel consumption is high and climate change mitigation efforts are minimal, leading to significant global warming and wide-ranging consequences.

- We have selected the three scenarios IPCC SSP3-7.0, IPCC SSP1-2.6, and IPCC SSP5-8.5. Our climate risk analysis therefore compares an **optimistic**, a **realistic**, and a **pessimistic** case that represent the gamut of climate model outcomes. The results of the climate risk analysis are described in [E1.SBM-3](#).
- Transition risks were also identified and assessed. No specific time horizons were analyzed with regard to transition risks.
- The key drivers that were taken into account in the aforementioned scenarios are (1) macroeconomic trends and (2) policy-related assumptions. The reasons for this are: As a financial services provider, CHG-MERIDIAN must meet the requirements of the regulators in some countries, which is why policy-related assumptions (e.g. changes to regulatory requirements) may represent a climate-related transition risk. CHG-MERIDIAN also has a very customer-centric business model that can be influenced by changes in the market.
- As CHG-MERIDIAN has a resilient business model that embraces circularity, no assets or business activities were identified that are incompatible with a transition to a climate-friendly economy.
- As the financial report does not include any negative climate-related assumptions, it is not possible to make a statement on compatibility.

The likelihood of occurrence and the scope (based on a scale from 1 to 5) was assessed for all identified climate risks. A combination of likelihood of occurrence, scope, and *duration* of the event was not taken into account.

[E2.IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities related to pollution](#)

The identification and assessment of the material impacts, risks, and opportunities related to pollution from the use of hazardous materials was an integral element of the aforementioned double materiality analysis process. All relevant locations and business activities were reviewed to determine whether there are actual and/or potential impacts, risks, and opportunities in connection with pollution. CHG-MERIDIAN asked internal experts for their appraisal with the aim of systematically identifying and assessing relevant risks and opportunities.

No special consultation exercises with affected communities on the topic of pollution were carried out as part of the double materiality analysis. However, CHG-MERIDIAN maintains an ongoing dialogue on sustainability topics with the Company's relevant stakeholders.

The Company will regularly monitor the topic of pollution as part of its sustainability reporting in order to identify potential changes or new risks as early as possible.

[E3.IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities related to water and marine resources](#)

CHG-MERIDIAN carried out a water stress analysis for the relevant sites. Currently, CHG-MERIDIAN does not have any sites in areas of high water stress as defined by the Aqueduct Water Risk Atlas

tool of the World Resources Institute (WRI). No consultation exercises with local communities on the topic of water and marine resources have been carried out.

The Company will regularly monitor the topic of water and marine resources as part of its sustainability reporting in order to identify potential changes or new risks as early as possible.

[E4.IRO-1 – Description of the processes to identify and assess material impacts, risks, dependencies, and opportunities related to biodiversity and ecosystems](#)

CHG-MERIDIAN does not source any biological raw materials and does not maintain any production facilities that have a direct impact on biodiversity or ecosystems. Consequently, there is no direct dependency in own operations or in the value chain. When carrying out the analysis of its locations, which are mainly office buildings, CHG-MERIDIAN consulted external sources such as the 'Natura 2000' report and 'Protected Planet' (Explore the World's Protected Areas). The analysis shows that there are no locations in protected areas and only a small number of offices (three) near biodiversity-sensitive areas. These locations are offices, including rented premises, with a limited number of employees who commute to the offices. They are located in Germany and Switzerland, where office buildings are subject to strict regulatory and environmental requirements (e.g. environmental impact assessment). The activities linked to these offices therefore have no negative impacts on biodiversity. The actual and potential impacts on biodiversity and ecosystems in the upstream and downstream value chain were not determined and assessed. Furthermore, neither the dependencies on biodiversity and ecosystems nor the transition risks, physical risks, and opportunities related to biodiversity and ecosystems were analyzed. The analysis only took location-based impacts into account, not systemic risks. No affected communities were consulted.

The Company will regularly monitor the topic of biodiversity as part of its sustainability reporting in order to identify potential changes or new risks as early as possible.

[E5.IRO-1 – Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities](#)

The circular economy lies at the heart of our business model. As our business is based on a resource-efficient circular model of leasing assets downstream and subsequently refurbishing them, we continually identify the related actual and potential impacts, risks, and opportunities. No separate consultation exercises with stakeholders or affected communities were held in the context of resource use and circular economy, but there is a dialogue with stakeholders (see [ESRS 2 SBM-2](#)) at an overarching level, and the interested parties are identified as part of the ISO certifications.

[G1.IRO-1 – Description of the processes to identify and assess material impacts, risks, and opportunities](#)

Significant impacts, risks, and opportunities related to corporate governance were identified and assessed as part of the aforementioned double materiality analysis. The business model, the activities carried out, and the geographical locations were taken into account, and various internal experts were involved.

[IRO-2 – Disclosure Requirements in ESRS covered by the undertaking’s sustainability report](#)

Six of the ten overarching ESRS topics are material for us, with some of them material in the value chain rather than for CHG-MERIDIAN’s own operations. The topics ESRS E2 Pollution, E3 Water, E4 Biodiversity, and S3 Affected communities did not reach the materiality threshold. (ESRS 2 IRO-2 58) We recognize that there may be undesired negative impacts in the upstream supply chain, particularly in connection with the extraction of raw materials used in leased assets, for example the release of toxic heavy metals or other hazardous substances, the use of chemicals, and violence by private security companies protecting mines and the associated negative impacts on local communities. These topics were included in the longlist. As explained in [ESRS 2 SBM-1](#), the classic ‘leasing triangle’ leaves us no room to influence the choice of supplier or of products. That is why the topics ESRS E2 *Pollution*, E3 *Water*, E4 *Biodiversity*, and S3 *Affected communities* did not reach the materiality threshold in the supply chain. In addition, S4 *Consumers and end-users* is not material as CHG-MERIDIAN operates in the B2B sector and does not manufacture products or provide services for end consumers. The index of contents lists all material topics and associated disclosure requirements, including the page numbers in the sustainability report. It is essential in reporting to ensure that datapoints and disclosures are relevant and useful to the readers’ decision-making processes. CHG-MERIDIAN is not aware that stakeholder groups actively exclude the reported information from their decision-making.

ESRS standard	ESRS DR	Disclosure requirement	Reporting in accordance with ESRS requirements	Page reference
ESRS 2	BP-1	General basis for preparation of sustainability statements	X	4
ESRS 2	BP-2	Disclosures in relation to specific circumstances	X	5
ESRS 2	GOV-1	The role of the administrative, management, and supervisory bodies	X	7
ESRS 2	GOV-2	Information provided to and sustainability matters addressed by the undertaking’s administrative, management, and supervisory bodies	X	9
ESRS 2	GOV-3	Integration of sustainability-related performance in incentive schemes	X	10
ESRS 2	GOV-4	Statement on due diligence	X	10
ESRS 2	GOV-5	Risk management and internal controls over sustainability reporting	X	11
ESRS 2	SBM-1	Strategy, business model, and value chain	X	12
ESRS 2	SBM-2	Interests and views of stakeholders	X	17
ESRS 2	SBM-3	Material impacts, risks, and opportunities and their interaction with strategy and business model	X	18
ESRS 2	IRO-1	Description of the process to identify and assess material impacts, risks, and opportunities	X	21
ESRS 2	IRO-2	Disclosure requirements in ESRS covered by the undertaking’s sustainability statement	X	27
ESRS EI	EI-1		X	36

ESRS E1	E1-2	X	38
ESRS E1	E1-3	X	39
ESRS E1	E1-4	X	40
ESRS E1	E1-5	X	42
ESRS E1	E1-6	X	43
ESRS E1	E1-7	X	47
ESRS E1	E1-8	X	47
ESRS E5	E5-1	X	48
ESRS E5	E5-2	X	50
ESRS E5	E5-3	X	51
ESRS E5	E5-5	X	52
ESRS S1	S1-1	X	56
ESRS S1	S1-2	X	61
ESRS S1	S1-3	X	62
ESRS S1	S1-4	X	63
ESRS S1	S1-5	X	66
ESRS S1	S1-6	X	68
ESRS S1	S1-7	X	70
ESRS S1	S1-9	X	71
ESRS S1	S1-12	X	71
ESRS S1	S1-13	Partial phase-in	72
ESRS S1	S1-14	X	72
ESRS S1	S1-15	X	72
ESRS S1	S1-16		73
ESRS S1	S1-17	X	74
ESRS S2	S2-1	X	76
ESRS S2	S2-2	X	77
ESRS S2	S2-3	X	77
ESRS S2	S2-4	X	78
ESRS S2	S2-5	X	80
ESRS G1	G1-1	X	86
ESRS G1	G1-3	X	91
ESRS G1	G1-4	X	92

The table below illustrates the datapoints in ESRS 2 and the topical ESRSs that are derived from other EU legislation; see ESRS IRO-2 (56) Appendix B ('List of datapoints in cross-cutting and topical standards that derive from other EU legislation'):

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark Regulation	EU Climate Law reference	Materiality	Page number
ESRS 2 GOV-1 Board's gender diversity, paragraph 21 (d)	X		X		Material	7
ESRS 2 GOV-1 Percentage of board members who are independent, paragraph 21 (e)			X		Material	7
ESRS 2 GOV-4 Statement on due diligence, paragraph 30	X				Material	10
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities, paragraph 40 (d) i	X	X	X		Not material	-
ESRS 2 SBM-1 Involvement in activities related to chemical production, paragraph 40 (d) ii	X		X		Not material	-
ESRS 2 SBM-1 Involvement in activities related to controversial weapons, paragraph 40 (d) iii	X		X		Not material	-
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco, paragraph 40 (d) iv			X		Not material	-
ESRS EI-1 Transition plan to reach climate neutrality by 2050, paragraph 14				X	Material	36
ESRS EI-1 Undertakings excluded from Paris-aligned benchmarks, paragraph 16 (g)		X	X		Not material	-
ESRS EI-4 GHG emission reduction targets, paragraph 34	X	X	X		Material	40
ESRS EI-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors), paragraph 38	X				Material	42
ESRS EI-5 Energy consumption and mix, paragraph 37	X				Material	42
ESRS EI-5 Energy intensity associated with activities in high climate impact sectors, paragraphs 40 to 43	X				Not material	-
ESRS EI-6 Gross Scopes 1, 2, 3 and total GHG emissions, paragraph 44	X	X	X		Material	43
ESRS EI-6 Gross GHG emissions intensity, paragraphs 53 to 55	X	X	X		Material	43
ESRS EI-7 GHG removals and carbon credits, paragraph 56				X	Material	47
ESRS EI-9 Exposure of the benchmark portfolio to climate-related physical risks, paragraph 66			X		Not material	-
ESRS EI-9		X			Not material	-

Disaggregation of monetary amounts by acute and chronic physical risk, paragraph 66 (a)						
ESRS E1-9 Location of significant assets at material physical risk, paragraph 66 (c)		X			Not material	-
ESRS E1-9 Breakdown of the carrying value of own real estate assets by energy-efficiency classes, paragraph 67 (c)		X			Not material	-
ESRS E1-9 Degree of exposure of the portfolio to climate-related opportunities, paragraph 69			X		Not material	-
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation emitted to air, water, and soil, paragraph 28	X				Not material	-
ESRS E3-1 Water and marine resources, paragraph 9	X				Not material	-
ESRS E3-1 Dedicated policy, paragraph 13	X				Not material	-
ESRS E3-1 Sustainable oceans and seas, paragraph 14	X				Not material	-
ESRS E3-4 Total water recycled and reused, paragraph 28 (c)	X				Not material	-
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations, paragraph 29	X				Not material	-
ESRS 2 – SBM-3 – E4, paragraph 16 (a) no. i	X				Not material	-
ESRS 2 – SBM-3 – E4, paragraph 16 (b)	X				Not material	-
ESRS 2 – SBM-3 – E4, paragraph 16 (c)	X				Not material	-
ESRS E4-2 Sustainable land/agriculture practices or policies, paragraph 24 (b)	X				Not material	-
ESRS E4-2 Sustainable oceans/seas practices or policies, paragraph 24 (c)	X				Not material	-
ESRS E4-2 Policies to address deforestation, paragraph 24 (b)	X				Not material	-
ESRS E5-5 Non-recycled waste, paragraph 37 (d)	X				Material	52
ESRS E5-5 Hazardous waste and radioactive waste, paragraph 39	X				Material	52
ESRS 2 SBM3 – S1 Risk of incidents of forced labor, paragraph 14 (f)	X				Not material	-
ESRS 2 SBM3 – S1 Risk of incidents of child labor, paragraph 14 (g)	X				Not material	-
ESRS S1-1 Human rights policy commitments, paragraph 20	X				Material	56

ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8, paragraph 21			X		Material	56
ESRS S1-1 Processes and measures for preventing trafficking in human beings, paragraph 22	X				Material	56
ESRS S1-1 Workplace accident prevention policy or management system, paragraph 23	X				Material	56
ESRS S1-3 Grievance/complaints handling mechanisms, paragraph 32 (c)	X				Material	62
ESRS S1-14 Number of fatalities and number and rate of work-related accidents, paragraph 88 (b) and (c)	X		X		Material	72
ESRS S1-14 Number of days lost to injuries, accidents, fatalities, or illness, paragraph 88 (e)	X				Material	72
ESRS S1-16 Unadjusted gender pay gap, paragraph 97 (a)	X		X		Material – no ESRS conformity yet	73
ESRS S1-16 Excessive CEO pay ratio, paragraph 97 (b)	X				Material – no ESRS conformity yet	-
ESRS S1-17 Incidents of discrimination, paragraph 103 (a)	X				Material	74
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines, paragraph 104 (a)	X		X		Material	74
ESRS 2 SBM3 – S2 Significant risk of child labor or forced labor in the value chain, paragraph 11 (b)	X				Material	76
ESRS S2-1 Human rights policy commitments, paragraph 17	X				Material	76
ESRS S2-1 Policies related to value chain workers, paragraph 18	X				Material	76
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines, paragraph 19	X		X		Material	76
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8, paragraph 19			X		Material	76
ESRS S2-4 Human rights issues and incidents connected to the upstream and downstream value chain, paragraph 36	X				Material	78
ESRS S3-1 Human rights policy commitments, paragraph 16	X				Not material	-
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles, or OECD guidelines,	X		X		Not material	-

paragraph 17						
ESRS S3-4 Human rights issues and incidents, paragraph 36	X				Not material	-
ESRS S4-1 Policies related to consumers and end-users, paragraph 16	X				Not material	-
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines, paragraph 17	X		X		Not material	-
ESRS S4-4 Human rights issues and incidents, paragraph 35	X				Not material	-
ESRS G1-1 United Nations Convention against Corruption, paragraph 10 (b)	X				Material	86
ESRS G1-1 Protection of whistleblowers, paragraph 10 (d)	X				Material	86
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws, paragraph 24 (a)	X		X		Material	92
ESRS G1-4 Standards of anti-corruption and anti-bribery, paragraph 24 (b)	X				Not material	-

3 Environmental information

3.1 EI – Climate change

This chapter deals with our efforts relating to climate change mitigation, i.e. reducing greenhouse gas emissions with the aim of keeping the rise in global average temperatures to well below 2°C and endeavoring to limit the rise to 1.5°C above pre-industrial levels in accordance with the Paris climate agreement.

[SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#)

The following table shows the material impacts, risks, and opportunities of the ESRS EI sub-topics:

Topic	Impact materiality (ESRS 2 SBM-3)	Financial materiality (ESRS 2 SBM-3)
Climate change mitigation – own operations	<p>IRO: Greenhouse gas emissions in own operations</p> <p>Details: CHG-MERIDIAN operates, among other things, office buildings and a vehicle fleet. The energy and fuel that they consume generate direct carbon emissions. The emissions increase the concentration of greenhouse gases in the atmosphere and drive climate change. This contributes to environmental changes with negative impacts, such as extreme weather and rising temperatures, that affect people, ecosystems, and resources.</p>	No material risks and opportunities related to climate change mitigation were identified.
Climate change mitigation – upstream value chain	<p>IRO: Emission of greenhouse gases during the extraction of raw materials and the manufacture of leased assets</p> <p>Details: CHG-MERIDIAN makes IT, industrial, and healthcare devices available for leasing. The extraction of resources and the manufacture of leased assets generate carbon emissions indirectly. The emissions increase the concentration of greenhouse gases in the atmosphere and drive climate change. This contributes to environmental changes with negative impacts, such as extreme weather and rising temperatures, that affect people, ecosystems, and resources.</p>	
Climate change mitigation – downstream value chain	<p>IRO: Emission of greenhouse gases during transportation and the use of leased assets</p> <p>Details: CHG-MERIDIAN makes IT, industrial, and healthcare devices available for leasing. The transportation of leased assets and, in particular, their use generate carbon emissions indirectly. The emissions increase the concentration of greenhouse gases in the atmosphere and drive climate change. This contributes to environmental changes with negative impacts, such as extreme weather and rising temperatures, that affect people, ecosystems, and resources.</p>	

Climate change adaptation – own operations	No material impact identified.	<p>IRO: Transition risks due to ever-stricter regulatory requirements and growing customer expectations regarding climate change mitigation</p> <p>Details: CHG-MERIDIAN provides technology-related leasing and related services for business customers in the areas of IT, industrial technology, and healthcare technology. The Company is exposed to growing regulatory and sustainability-related customer demands. These demands make changes to business models, processes, and products necessary. The transition risks can lead to higher costs, the need for capital investment, commercial disadvantages, damage to reputation and image, and increased expenditure due to carbon pricing if emission targets or customer expectations are not met.</p>
Energy – upstream value chain	<p>IRO: Energy consumption during the extraction of raw materials and the manufacture of leased assets</p> <p>Details: CHG-MERIDIAN leases IT devices and other technology to business customers, with device manufacture and the extraction of raw materials carried out by suppliers. The extraction of raw materials and the manufacture of devices consume a lot of energy, most of which is not from renewable sources. This high energy consumption increases greenhouse gas emissions and resource consumption, intensifying the burden on the environment and expanding the environmental footprint of the supply chain. This contributes to global warming, the loss of ecosystem functions, and poorer living conditions for people.</p>	No material energy-related risks and opportunities were identified.
Energy – downstream value chain	<p>IRO: Energy consumption during the use of leased assets</p> <p>Details: CHG-MERIDIAN leases IT devices and other technology to business customers, which operate and use them at various locations. Operating and using the leased assets consumes a lot of electricity. Increased electricity use contributes to higher energy consumption in the overall system and indirectly generates additional greenhouse gas emissions if the electricity is not from renewable sources. This drives climate change, damages the environment, and can have long-term negative impacts on ecosystems, natural resources, and peoples' living conditions.</p>	

Our strategies, guidelines, and actions in relation to climate change mitigation and energy form part of our contribution to sustainable development as defined by the UN's sustainable development goals no. 13 'Climate action' and no. 7 'Affordable and clean energy'.

CHG-MERIDIAN has identified climate-related risks and opportunities that could impact on its business activities. The climate risk analysis covers all identified climate risks and categorizes them as either physical risks or transition risks (see [EI.IRO-1](#)). The analysis was first completed in 2024 and revised and refined in 2025. We use the climate risk analysis as the basis for examining

the Company's resilience to the identified climate risks. The resilience analysis covers the same scope and time horizon as the climate risk analysis and is carried out in the same way (see [ESRS E1.IRO-1](#)).

The results of the analysis were as follows:

- (2) Some physical risks in the IPCC SSP3-7.0 (+3°C) and IPCC SSP5-8.5 (+5°C) scenarios show an increased severity (prioritized risks in **bold**):
- **Health risks due to fluctuating temperatures** (e.g. more disease vectors or heat stress)
 - **Power failures resulting from damage to energy infrastructure**
 - Impacts of heat stress
 - Flood risk in Gross-Gerau (technology center)
- (3) Transition risks are (prioritized risks in **bold**):
- Market risk due to shifts in consumer preferences
 - Disruption to the value chain due to the risk of defaults on customer credits
 - **Uncertainty about regulatory requirements** (e.g. risks of carbon taxes on the technology portfolio. The introduction of carbon taxes on leased assets, for example higher taxes on vehicles and machinery with high emissions, can have a considerable influence on the cost structure.)
 - Risk of political instability in the IPCC SSP3-7.0 (+3°C) and IPCC SSP5-8.5 (+5°C) scenarios
 - Risk of lost revenue in the IPCC SSP3-7.0 (+3°C) and IPCC SSP5-8.5 (+5°C) scenarios

Important information:

- Most risks are categorized as low in the selected scenarios, indicating that CHG-MERIDIAN and its business model are fundamentally robust.
- Mitigation action has not yet been factored into the climate risk analysis, which therefore focuses on gross risk.
- The process of the climate risk analysis is described in [E1.IRO-1](#).

In summary, it can be said that most risks are categorized as low in the selected scenarios, indicating that CHG-MERIDIAN and its business model are fundamentally robust.

[ESRS 2 SBM-3](#) 48. (f) requires the disclosure of information about the **resilience** of the undertaking's strategy and business model regarding its capacity to address material impacts and risks, and to take advantage of material opportunities. CHG-MERIDIAN harmonizes the assessment of climate risk with the action taken to minimize risks. We have taken remedial action with regard to physical climate risks categorized as high (see ↑ in bold).

CHG-MERIDIAN's **emergency management** aims to adequately prepare the Company for emergency situations and design business processes that are resilient. The following **emergency scenarios** exist for physical climate risks:

- Employee health problems, reduced productivity, and/or unavailability of employees are explored in the '*staff absence*' emergency scenario.
- Power failures and associated damage to energy infrastructure are explored in the '*Gross-Gerau technology center*' and '*unavailability of Weingarten premises*' emergency scenarios.

ESRS also requires information on the extent to which an undertaking can adapt its strategy and business model to the circumstances of climate change. At CHG-MERIDIAN, the requirements and expectations of customers and supervisory bodies with regard to sustainable products and services, for example, are determined as part of the innovation process. These are assessed, and if there is potential, a business case is developed and the market analyzed. The process is integrated once a pilot phase has been successfully completed. In addition, dialogue with

stakeholders can give rise to strategic adjustments, such as our commitment to climate change mitigation and to setting science-based climate targets, which have led to appropriate decarbonization levers based on the climate pathways described above (see [E1-1](#) and [E1-4](#)).

[E1-1 – Transition plan for climate change mitigation](#)

CHG-MERIDIAN implemented climate management, which includes the establishment of a transition plan for climate change mitigation, some years ago. The transition plan is yet to be fully formulated and implemented as further feasibility studies and analyses are required in some areas, particularly with regard to the electrification of the vehicle fleet and the reduction of Scope 3 product lifecycle emissions.

Leased equipment is the foremost decarbonization lever when it comes to key assets and products (Scope 3). This includes a holistic view of the device lifecycle and the associated emissions: production, transportation, use, and end-of-life (see section [E1-6](#)). Since our customers also require these product-related emission figures for their management and reporting purposes, we make this information available to our customers in a transparent manner (*Client Sustainability Report*; see [SBM-1](#)). In addition, it is vital to give as many assets as possible a second lifecycle in order to conserve key resources and reduce greenhouse gas emissions. We primarily focus on emissions from manufacturing and use as they account for the largest share of product lifecycle emissions. An initial analysis of how these emissions levels will change in the future and what influence we can have on them as the lessor is explained in more detail in the context of the new SBTi target in [section E1-4](#).

Heating and the vehicle fleet represent further major decarbonization levers in Scope 1 and 2. In 2023, we committed to setting Group-wide short-term emission reduction targets in line with the latest findings of climate science (Science Based Targets initiative, SBTi), giving ourselves two years to develop these targets. Our aim is to make a demonstrable contribution to climate change mitigation. The SBTi considers targets to be 'science-based' if they are in line with what the latest climate science deems necessary to meet the goals of the Paris Agreement – limiting global warming to 1.5°C above pre-industrial levels. CHG-MERIDIAN's transition plan is therefore not excluded from the benchmark of the Paris climate agreement.

In the course of setting targets, an action plan was formulated that defines the activities that our Company needs to pursue in order to meet the short-term target for Scope 1 and Scope 2 (see section [E1-4](#)). The transition plan has been approved by the Board of Management. Furthermore, it was formulated within the framework of the sustainability strategy, which is embedded in the overall corporate strategy. Aspects of the transition plan for climate change mitigation are incorporated into Group-wide risk management (see [E1.SBM-3](#)).

The decarbonization and transformation plan for Scope 1 and Scope 2 covers four key areas, which must be implemented in order to meet our targets:

Climate Transition Plan

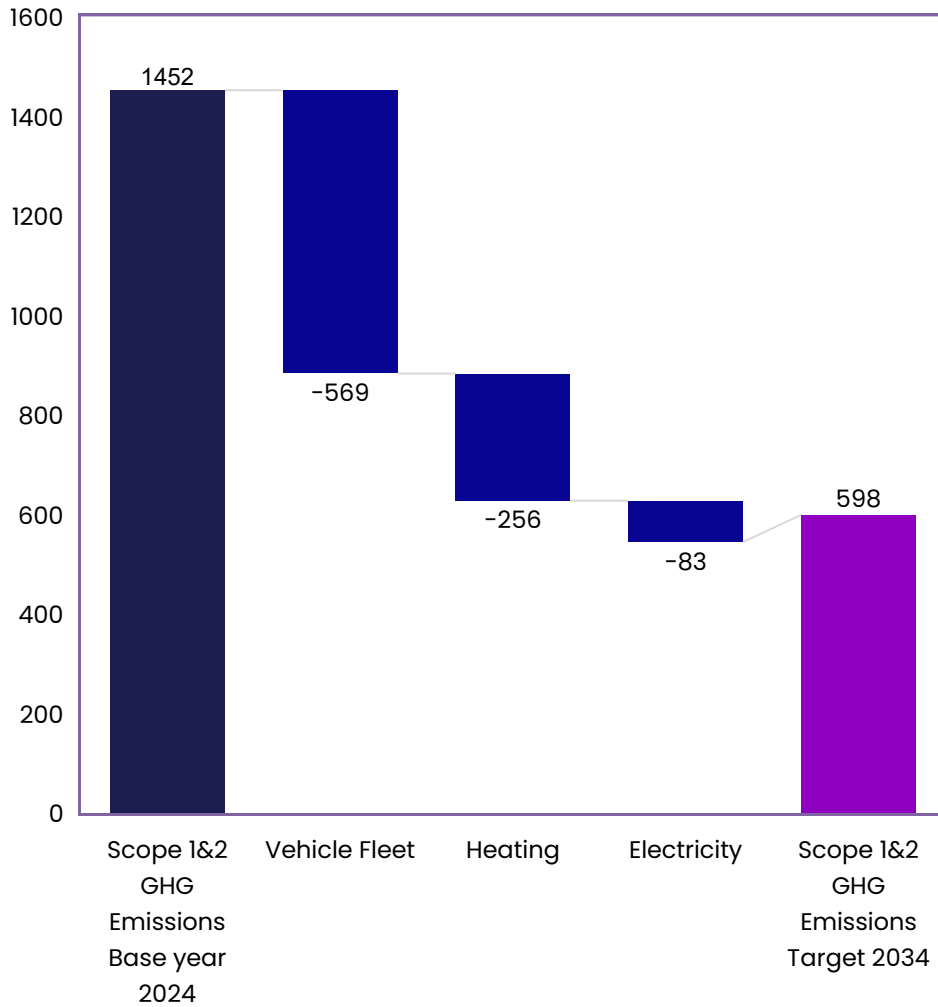


Fig.: Decarbonization and transition plan for climate action

- Vehicle fleet: Our main lever for reducing greenhouse gas emissions is **switching to electric** and hybrid drives for our vehicle fleet and company cars.
- Heating: The focus here is on switching to **district heating** and **using biogas**, where possible.
- Electricity: We aim to increase the proportion of **electricity from renewable sources** (see [E1-5](#)).

The aforementioned tools for reducing emissions can already be implemented with current technological solutions (e.g. electric vehicles and renewable energy), but these need to be scaled up further. The actions are presented in greater detail in [E1-3](#). The OpEx and CapEx associated with the actions were quantified, but remained well below the materiality threshold in 2025.

The risk of locked-in greenhouse gas emissions is deemed low due to our business model. As a rule, our technology portfolio only includes mobile assets with a lease term of under ten years. The IT assets and healthcare technology we lease downstream run on electricity, but thanks to the global move toward more renewable energy in the electricity mix, the greenhouse gas emissions from their use will automatically reduce in the future. This also applies to many of the industrial assets we lease downstream. And although some assets leased downstream are

vehicles with internal combustion engines, for example, the risk of locked-in greenhouse gas emissions is also low here due to the relatively short lease terms.

[E1-2 – Policies related to climate change mitigation and adaptation](#)

As part of our **environmental management system (EMS) in accordance with ISO 14001:2015**, we strive to continuously improve our environmental performance and take environmental topics into account in as many of our processes as possible. The Board of Management is accountable for the effectiveness of the EMS. Implementing the EMS is primarily the responsibility of the Group Environmental Officer and his deputy. They report to the entire Board of Management every quarter. There is also an annual management review as part of the IMS during which the effectiveness of the EMS is confirmed by the Board of Management, for example. The EMS covers all European CHG-MERIDIAN locations (see [G1](#)).

We carried out an analysis of environmental matters as part of our EMS based on the double materiality analysis (see [ESRS 2 IRO-1](#)), which includes a stakeholder dialogue. This enabled us to determine key environmental matters, including the environmental impact of our business activities and our products. Among other things, these include the conservation of resources by refurbishing and remarketing leased assets, and the greenhouse gas emissions from our air travel.

CHG-MERIDIAN has the biggest environmental impact at its two production sites in Gross-Gerau and Skien, and at the headquarters in Weingarten. We own the building in Weingarten and many employees work here, resulting in a relatively high negative environmental impact. All other sites are rented offices. This means that 100 percent of the sites with a high environmental impact are covered by an ISO 14001-compliant management system. The double materiality analysis also includes an assessment of environmental risks, during which all of the Group's sites are examined on this topic.

As part of the EMS, we drafted a range of environment-related documents: a guideline and several policies, procedural instructions, and written procedures. Together with the general documents of the IMS, they form the basis for the environmental management system and are made available to all employees (see [G1-1](#)).

The **environmental guideline** is approved by the Board of Management and falls within the responsibilities of the Group Environmental Officer. It applies across the Group, excluding abakus, devicenow, circulee, OPC, and MLC, and plays a particularly important role in this context, as it defines the basic principles, responsibilities, and overarching goals aimed at improving environmental performance. One of the most important topics the guideline deals with is our greenhouse gas emissions. In addition to our reduction target, we have also set science-based SBTi targets (see section [E1-4](#)) and strive to reduce these emissions as much as possible. This also means that energy efficiency and the use of renewable energy are of great importance to us, as they are closely linked to our direct and indirect greenhouse gas emissions (see section [E1-3](#)). The circular economy and its principles are another crucial topic for us. We contribute to the circular economy through our business model, which involves the refurbishment and remarketing of technological devices. In turn, this helps to reduce greenhouse gas emissions and, most notably, resource consumption. Climate change adaptation is not covered, as it is not a material topic for us. This is how the environmental guideline and the documents based on it contribute to the achievement of the United Nations' sustainable development goals, primarily no. 12 'Responsible consumption and production' and no. 13 'Climate action'. The environmental guideline is made available to interested parties on request. It has been approved by the Board

of Management. The interests of stakeholder groups are indirectly factored into the guideline as their expectations and interests are analyzed as part of the IMS.

The environmental guideline is put into practice through other written procedures. These include the management system’s general documents, such as the Europe-wide **environmental management system policy**, which defines the environmental team, a cross-functional committee headed by the Environmental Officer, the environmental program bringing together all current and potential environmental actions, and the operation of the environmental management system. And the Europe-wide **environmental management system (EMS) KPI description** standard operating procedure, which defines environmental metrics, such as decarbonization of the vehicle fleet or air travel per employee, including their measurement and related targets. Both documents are the responsibility of the Group Environmental Officer and his deputy. But also in topic-specific documents such as the Group-wide **climate management policy**, which describes the fundamental principles of climate management, such as the corporate carbon footprint calculation (see section [E1-6](#)), the reduction targets (see [E1-4](#)), the actions (see [E1-3](#)), and the climate risk analysis (see [E1.SBM-3](#)). All policies, procedural instructions, and written procedures are the responsibility of the Group Environmental Officer and his deputy.

Furthermore, there is the **sustainable procurement guideline** (see section [S2-1](#)), which prioritizes climate action in procurement that is directly related to our customers’ requirements or to meeting our own needs.

Dialogue with external stakeholders such as customers, suppliers, and funding partners is maintained through the annual sustainability reporting and, on an ad hoc basis, in day-to-day business conversations and via our website (see also [ESRS 2 SBM-2](#)).

The topic of climate change adaptation was deemed not material during the double materiality analysis and is not examined any further.

[E1-3 – Actions and resources related to the climate policies](#)

We initiated or took the following actions in 2025 with the aim of reducing greenhouse gas emissions and thus contributing to our current emission reduction target (see section [E1-4](#)). The actions only relate to our own operations, not to the upstream or downstream value chain. We spend €10 per tCO₂eq of corporate emissions on our own environmental projects and environmental action and on reducing GHG emissions, supporting biodiversity, etc. (ongoing).

Decarbonization levers	Action	Year of implementation	Estimated reduction (tCO ₂ eq)	Actual reduction (tCO ₂ eq)
Heating	Switch to biogas at the headquarters	Scheduled from 2026	163.46	0
	Switch to biogas at our technology center in Gross-Gerau	From 2025	62.39	62.39
Vehicle fleet	Gradual installation of charging points for electric vehicles at other sites	From 2025	6.69	0
Electricity	Switch to green electricity in Spain	From 2025	1.27	0.43

	Expansion of the PV system at the headquarters	Scheduled for 2027	No reduction as we already purchase green electricity, but our own contribution to decarbonizing the economy.
-	Global offering of carbonZERO®, a service allowing our customers to contribute to climate change mitigation.	Ongoing	No reduction, but a positive impact on the environment through financial contribution to climate change mitigation.

As part of our commitment to the SBTi and the current development of short-term science-based reduction targets (see section [E1-4](#)), we have formulated an action plan to achieve these targets (see [E1-1](#)). It takes account of implemented and planned emission reduction actions and highlights potential reductions. It only looks at the next two years, the same period as used for budget planning. Implementing the aforementioned actions requires personnel and financial resources, for example to install the charging points for electric vehicles.

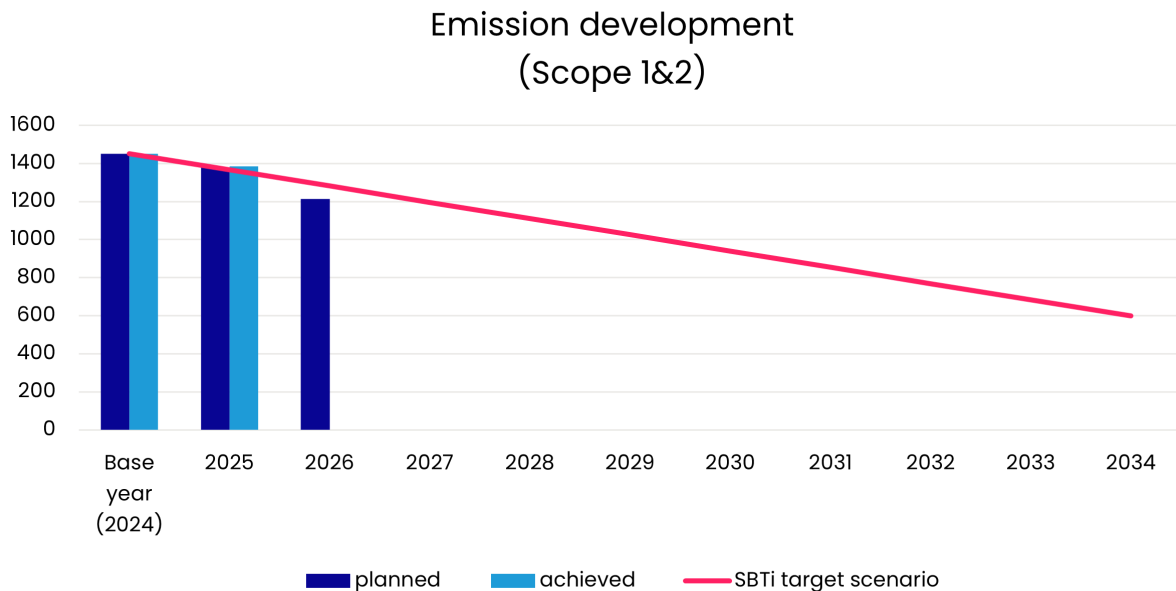


Fig.: Development of emissions (Scope 1&2)

[E1-4 – Targets related to climate change mitigation and adaptation](#)

One of the overarching targets of the Group-wide environmental guideline (see [E1-2](#)) is to avoid and reduce greenhouse gas emissions. We have therefore set ourselves an emission reduction target, which has been approved by the Board of Management. It was set with the involvement of stakeholder groups, especially customers, and is described in detail in the **sustainability management KPI description** standard operating procedure.

Emission reduction target to date (2019/20 – 2025):

It envisages a reduction **in direct and indirect greenhouse gas emissions (Scope 1, Scope 2, and Group-related Scope 3) per employee of 25 percent by 2025 compared with the base year**

2020⁶. This covers the entire Group⁷ and corresponds with SDG target 13.2. (see [ESRS 2 SBM-1](#)). The emission reduction target has not been validated by an external party and is not science-based.

In the base year, our greenhouse gas intensity per employee was 9.32 tCO₂eq. Our target for 2025 is 6.99 tCO₂eq per employee. In 2025, our greenhouse gas intensity per employee was 7.34 tCO₂eq (see section [E1-6](#)). This equates to a fall of 21 percent compared with the base year. We are therefore not on course to reach our emission reduction target by 2025. The actions taken to reach our emission reduction target are described in section [E1-3](#).

The product lifecycle emissions, i.e. all emissions connected to assets leased downstream and to remarketed assets, were calculated for the first time in 2024 (see [E1-6](#)). These were not included in the current emission reduction target due to the significant difference in magnitude compared to our corporate emissions. The emission reduction target was not adjusted in the reporting year.⁸

New emission reduction target in accordance with the SBTi (from 2025):

We are taking the next major step toward making our climate management more professional through the Science Based Targets initiative (SBTi). At the end of 2023, we pledged to set short-term Group-wide emission reduction targets in line with the latest findings of climate science. Accordingly, we set ourselves two short-term targets, one for Scopes 1 and 2, and one for Scope 3, in 2025. A net-zero goal will only be defined once we have gained experience with the SBTi to ensure a realistic, evidence-based target. We only want to make such a commitment once we know how we can fulfill it. These were submitted to, and validated by, the SBTi. We underwent the demanding and detailed validation process, during which the SBTi analysts reviewed all of our calculations, including the individual emission categories, the methods applied, and the organizational boundaries. The validation shows that our approach, which is informed by the GHG Protocol, has a scientific basis. This boosts our credibility externally and reassures us internally that we are on the right course. These targets were approved by the Board of Management and discussed with stakeholder groups, particularly customers.

We aim to reduce our **Scope 1 and Scope 2** (market-based) emissions by 58.8 percent by 2034 relative to the base year of 2024, in line with the 1.5°C scenario. We are able to directly influence Scope 1 and Scope 2 emissions and can take decisive and proactive action. We are implementing targeted action and identifying processes and areas that offer room for optimization. The biggest decarbonization levers are the vehicle fleet, heating, and electricity, as described in detail in section E1-1.

The situation for Scope 3 is more complex, as these emissions are generated along our supply chain. While we cannot control them directly, we can influence the actions taken by our suppliers and customers. We have therefore set ourselves the target of reducing **Scope 3 greenhouse gas emissions from capital goods and downstream leased equipment (Scope 3.2 & 3.13) by 63.8 percent per unit of value added (gross margin) by 2034 relative to the base year of 2024**. The SBTi does not include a temperature classification for the Scope 3 target.

⁶ Scope 3 emissions in the categories 3.6 (business travel) and 3.7 (employee commuting) relate to the base year 2019 in order to reflect pre-pandemic travel patterns.

⁷ Since 2023, the target has included the subsidiaries OPC, devicenow, circulee, and abakus; the subsidiaries were not included in 2022.

⁸ Product lifecycle emissions = all emissions related to our customer business (leased assets and remarketed assets); corporate emissions = the Company's remaining emissions (Scope 1, 2, partly 3, such as employee commuting and business travel).

We analyzed our manufacturers with regard to capital goods, i.e. the emission values for production. Many manufacturers have already committed to reducing their emissions, so we estimate that these will cover 34 percent of emissions in the years ahead. This may have an influence on emission factors and thus reduce emissions from manufacturing in the future, as these are mainly based on information from manufacturers. The future introduction of a digital product passport will provide the basis for transparency.

With regard to downstream leased equipment, i.e. usage emissions, we envisage further electrification and a general switch from fossil fuels to renewable energy sources in our investment portfolio, primarily in industrial equipment, the main driver of usage emissions. Forklift trucks are a prime example. With the global proportion of renewable energy expected to reach around 30 percent by 2035, an assumption supported by a wide range of studies, we anticipate a fall in usage emissions. Meeting emission reduction targets does not depend on the launch of new technologies, as the necessary technologies (e.g. renewable energy and electric cars) already exist.

The base year is 2024. This is representative, as all emissions, primarily product lifecycle emissions, are taken into account and the comparison of past values has not identified any anomalies.

The expected decarbonization levers and their quantitative contribution overall to meeting the greenhouse gas emission reduction targets are described in sections [E1-1](#) and [E1-3](#).

We will report annually on our Group-wide emissions and on the progress made toward our targets, with the aim of demonstrating how far we have come. At the same time, we will continue to participate in the Carbon Disclosure Project (CDP), where we scored a B in 2025 (2024: B-; 2023: C).

Progress reports on the targets and further disclosures can be found in [E1-6](#).

[E1-5 – Energy consumption and mix](#)

One aim of our ISO 14001-certified environmental management is to reduce our energy consumption and thus our greenhouse gas emissions. Since 2015, we have been carrying out an energy audit at CHG-MERIDIAN based on EN 16247 every four years. Our overall energy consumption at Group level was 8,394.68 MWh (2024: 8,795.36 MWh; 2023: 8,897.82 MWh), of which 2,843.07 MWh was from renewable sources – as defined by the CDP Climate Change Reporting Guidance – in 2025 (33.9 percent; 2024: 29.1 percent; 2023: 27.2 percent).

CHG-MERIDIAN is neither an undertaking in a high climate impact sector nor an energy-intensive undertaking (see [ESRS 2 SBM-1](#)).

Energy consumption (MWh) ⁹	2023	2024 ¹⁰	2025
Total fuel consumption from fossil fuels	6,314.06	6,006.27	5,402.69
<i>Fuel consumption from coal and coal products</i>	-	-	-
<i>Fuel consumption from crude oil and petroleum products</i>	4,149.45	3,213.34	3,321.78
<i>Fuel consumption from gas</i>	1,437.69	1,947.02	1,412.95

⁹ The figures for the previous year, 2023, have not been audited.

¹⁰ Retrospective adjustments to figures reported in the prior year.

<i>Fuel consumption from other fossil fuels</i>	-	-	-
<i>Consumption of purchased electricity, heat, steam, or cooling from fossil fuels</i>	726.92	845.91	667.96
<i>Proportion of fossil fuels in total energy consumption (%)</i>	70.96%	68.29%	64.36%
Consumption from nuclear sources	164.73	233.97	148.92
<i>Proportion of nuclear sources in total energy consumption</i>	1.85%	2.66%	1.77%
Total energy consumption from renewable energies	2,419.03	2,555.12	2,843.07
<i>Fuel consumption from renewable sources</i>	-	167.19	157.64
<i>Consumption of purchased electricity, heat, steam, or cooling from renewable sources</i>	2,419.03	2,387.94	2,685.44
<i>Consumption of self-generated non-fuel renewable energy</i>	427.23	354.20	411.18
<i>Proportion of renewable energy in total energy consumption (%)</i>	27.19%	29.05%	33.87%
Total energy consumption	8,897.82	8,795.36	8,394.68
Total energy generation	427.50	354.20	411.18
<i>From fossil fuels</i>	0.30	-	-
<i>From renewable energy sources</i>	427.20	354.20	411.18

[E1-6 – Gross Scopes 1, 2, 3 and total GHG emissions](#)

We have been recording our greenhouse gas emissions with reference to the Greenhouse Gas Protocol since 2019. All subsidiaries have been included since 2023, in line with the scope of consolidation. The calculation is managed by the central sustainability team, and its calculation can be divided into corporate emissions and product lifecycle emissions.

Due to our sector and our low direct emissions, we are not required to take part in regulated carbon trading, which means that our Scope 1 emissions are not covered by emission allowances.

The categories displayed here relate to all emissions as per Scope 1, 2, and 3, calculated in accordance with the Greenhouse Gas Protocol.

CHG-MERIDIAN accounts for all greenhouse gas emissions and/or quantities of greenhouse gases avoided for facilities over which it has operational control (operational approach).

Our approach to calculating emissions, which is based on the Greenhouse Gas Protocol (GHGP), is heavily dependent on the respective source of emissions and the availability of data across the Group. CHG-MERIDIAN takes a centralized approach, i.e. each subsidiary reports its activity data using recognized market practices and accounting practices for disclosure. Actual activity data such as fuel consumption and market-specific emission factors are used to calculate Scope 1 emissions. The Scope 2 emissions are calculated using site-based and market-based methods in order to factor in emissions linked to energy procured by the Group. The market-based instruments are derived from the contractually agreed renewable energy mix in green electricity tariffs and amount to a proportion of 72 percent of total electricity consumption (excluding direct electricity contracts and unbundled energy attribute certificates) (2025:

0 percent). Where possible, our Scope 3 emissions comprise all other indirect emissions generated in our value chain, including, but not limited to, upstream and downstream emissions. As a rule, our calculation method uses secondary literature and cost-based, supplier-specific, and mixed approaches. The proportion of Scope 3 emissions based on primary data amounts to 0 percent as the emission factors are derived solely from asset classes. This is because there is insufficient data available from manufacturers and because asset-specific analysis cannot currently be conducted internally. An external tool is used to calculate Group-wide emissions, while product-related emissions are calculated using a business intelligence tool and linked internal systems. We have implemented a range of controls, such as plausibility checks, throughout the emission calculation process.

The bulk of our greenhouse gas emissions are product lifecycle emissions related to our lease business (Scope 3). We rely on internal data sources (LAS.net), while we consult external studies for the asset-class-specific emission factors.

The calculation of our product lifecycle emissions can be broken down into the following emission types, based on the categories of the Greenhouse Gas Protocol (GHGP) (see fig. 'Standard journey of a leased asset, from raw material extraction to end-of-life' in section [ESRS 2 SBM-1](#)):

1. Calculation of **manufacturing emissions** (Scope 3.2)
2. Calculation of **transportation emissions** (both upstream, Scope 3.4, and downstream, Scope 3.9)
3. Calculation of **usage emissions** during the term of the lease (Scope 3.13):
 - The usage emissions are calculated per day.
 - Usage starts with the creation of the lease schedule and ends once an asset¹¹ is removed from the lease schedule.
 - There are no usage emissions for some asset classes, such as furniture.
 - We use the global electricity mix for the calculation of usage emissions.
4. Calculation of **usage emissions** in subsequent lifecycles (Scope 3.11):
 - Every asset has an average technical usage period, on which we base the expected remaining useful life of an asset. This involves subtracting the days of first use (lease term) from the average technical usage period. This provides the duration of subsequent lifecycles.
 - The usage emissions for subsequent lifecycles are calculated for each asset.
5. Calculation of **end-of-life** emissions (Scope 3.12)

For each category, we differentiate between two types of calculation: emissions per asset (kgCO₂eq/asset) or a *spend-based* approach (kgCO₂eq/€).

With regard to emission factors, we apply factors per asset class (e.g. in the 'smartphone' category, not for individual models) in the areas of IT, industrial technology, and healthcare technology. These factors are derived from studies that are largely based on manufacturers' information. These studies use average values and apply representative models of an area of technology; in the IT arena, for example, we use the eight most common asset classes to derive the spend-based emission factors for the remaining asset classes. Due to a lack of available data, we currently have to apply average values and extrapolate data. However, the figures have undergone an external plausibility check and we take a conservative approach, i.e. we tend to use higher emission factors if there is any uncertainty.

¹¹ We use the term 'assets' in connection with our product lifecycle emissions; this definition includes devices such as laptops and smartphones, but also accessories and software.

The CCF calculation is usually subject to a degree of uncertainty, and that was the case in our calculations too. We have to make assumptions about some of our heating emissions as we are often just a tenant in a large office complex and do not have access to real data. In addition, the emission factors for product lifecycle emissions are primarily based on information per asset class and are sometimes extrapolated to other asset classes using assumptions.

Every year, we review and adapt the way we capture data and calculate our carbon footprint at CHG-MERIDIAN with the aim of improving the underlying methodology. The assumptions used to calculate carbon emissions are quite conservative. In some cases, an increase in data quality has led to retrospective changes to the data for previous years and the year under review in order to ensure comparability between reporting years.

Corporate emissions	
Product lifecycle emissions	
Not relevant	

Greenhouse gas emissions by category (tCO₂eq)¹²	2020/2019	2023¹³	2024¹⁴	2025	
	N-5	N-2	N-1	N	%N/N-1
Scope 1 GHG emissions	1,306.13	1,523.94	1,242.96	1,155.58	-7.03
Scope 2 location-based GHG emissions	n/a	830.03	827.55	885.18	6.96
Scope 2 market-based GHG emissions	167.00	170.92	260.24	217.97	-16.24
Scope 1 & 2 GHG emissions (SBTi target)	1,473.13	1,694.85	1,452.10	1,327.42	-8.59
Scope 3 GHG emissions (No Scope 3 categories were excluded.)	9,508.35	10,443.41	4,678,840.05	5,133,521.17	9.72
3.1 Purchased goods (own use) and services	939.74	1,814.57	2,224.31	2,437.50	9.58
3.2 Capital goods – own assets	659.89	466.84	574.28	1,123.14	95.57
3.2 Capital goods – downstream leased assets	n/a	n/a	1,787,795.70	1,721,539.38	-3.71
3.3 Energy and fuel-related emissions	310.26	366.12	362.09	330.83	-8.63
3.4 Upstream transportation and distribution – own procurement	36.00	62.38	74.86	89.83	20.00
3.4 Upstream transportation and distribution – leased assets	n/a	n/a	182,782.41	167,321.66	-8.46
3.5 Waste	634.90	819.69	754.77	594.71	-21.21
3.6 Business travel	3,730.73	4,214.97	4,081.52	3,202.51	-21.54
3.7 Employee commuting	1,154.60	1,120.52	1,437.93	1,478.85	2.85
3.8 Leased capital goods	66.80	50.93	392.95	902.25	129.61
3.9 Downstream transportation and distribution	n/a	n/a	182,782.41	167,321.66	-8.46
3.10 Processing of sold products	n/a	n/a	n/a	n/a	n/a
3.11 Use of sold products	n/a	n/a	693,374.08	1,071,232.41	54.50
3.12 End-of-life treatment of sold products	n/a	n/a	20,048.69	27,381.55	36.58
3.13 Downstream leased assets	n/a	n/a	1,800,900.26	1,967,303.31	9.24
3.14 Franchises	n/a	n/a	n/a	n/a	n/a
3.15 Investments	1,975.43	1,527.40	1,253.80	1,261.60	0.62
Total location-based GHG emissions	10,814.48	12,797.38	4,680,961.65	5,135,608.07	9.71
Scope 1 GHG emissions	1,306.13	1,523.94	1,242.96	1,155.58	-7.03

¹² Due to rounding, there may be discrepancies in the totals rows.

¹³ The figures for the previous year, 2023, have not been audited.

¹⁴ Retrospective restatements of metrics provided in the prior year.

Scope 2 location-based GHG emissions	n/a	830.03	827.55	885.18	6.96
Scope 3 GHG emissions	9,508.35	10,443.41	4,678,840.05	5,133,521.17	9.72
Total market-based GHG emissions	10,981.48	12,138.26	4,680,343.25	5,134,894.72	9.71
Scope 1 GHG emissions	1,306.13	1,523.94	1,242.96	1,155.58	-7.03
Scope 2 market-based GHG emissions	167.00	170.92	260..24	217.97	-16.24
Scope 3 GHG emissions	9,508.35	10,443.41	4,678,840.05	5,133,521.17	9.72
Biogenic emissions of CO2 from the combustion or biodegradation of biomass (outside of Scopes 1–3)	-	23.48	18.60	112.20	503.25
Scope 1 biogenic CO2 emissions	n/a	-	-	95.89	
Scope 2 biogenic CO2 emissions	n/a	23.48	18.60	16.31	-12.31
Scope 3 biogenic CO2 emissions	n/a	-	-	-	

The increase in absolute greenhouse gas emissions compared with 2024 was primarily the result of a rise in operating expenses on the back of a larger workforce, the expansion of the vehicle fleet, an uptick in air travel, and the inclusion of emissions from mergers and acquisitions. The emissions are split into 0.3 percent corporate emissions and 99.7 percent product lifecycle emissions (see color coding in the table).

The target for our corporate emissions (see section [ESRS 2 SBM-1](#)) is a relative one, i.e. the reduction of corporate emissions per employee. The following table shows the greenhouse gas intensity (tCO2eq per employee) for 2025, the comparison years, and the base year. We also record the greenhouse gas intensity of corporate emissions per unit of currency (gross margin), and of the greenhouse gas emissions in Scope 3.2 and 3.13 per gross margin.

The gross margin of €491.7 million achieved in 2025 (2024: €417.6 million) equates to a rise of 17.8 percent compared with the previous year, underlining the potential profitability of the Company's portfolio (see the annual financial statements and group management report).

GHG intensity (tCO2eq)	2019/2020 base year	2023	2024 ¹⁵ base year in accordance with the SBTi	2025		Target
	N	N	N	N	%N/N-1	
GHG intensity per employee	9.32	8.54	8.11	7.36	-9.23	2025: 6.99
GHG intensity per gross margin, market-based	0.04	0.03	11.21	10.44	-6.83	-
GHG intensity per gross margin, location-based	0.04	0.03	11.21	10.44	-6.83	-
GHG intensity per gross margin – Scope 3.2 & 3.13 ¹⁶	n/a	n/a	8.60	7.50	-12.70	2034: 3.11

Progress toward our new emission reduction targets, verified by the SBTi:

- 8.6 percent reduction in Scope 1 and Scope 2 emissions (target of -5.9 percent reduction in 2025; -58.8 percent reduction by 2034 relative to the base year of 2024). The milestone has thus been achieved.

¹⁵ Including product lifecycle emissions from 2024 onward.

¹⁶ Emission reduction target in accordance with the SBTi.

- Scope 1: -7.0 percent reduction
- Scope 2: -16.2 percent reduction
- -12.7 percent reduction in emissions intensity in Scopes 3.2 & 3.13 per gross margin (target of -12.8 percent reduction in 2025; -63.8 percent reduction by 2034 relative to the base year of 2024). The milestone has thus almost been achieved.

[EI-7 – GHG removals and GHG mitigation projects financed through emission allowances](#)

We enable customers to make a financial contribution to climate change mitigation in projects outside of our value chain through our carbonZERO® product. The payments go to selected climate change mitigation projects. This takes the form of emission allowances, rather than carbon sink or reduction projects created by CHG-MERIDIAN. As we procure these via an emission allowance vendor, we do not carry out our own calculations. These allowances are not connected to our climate targets.

In 2025, we enabled customers to offset a total of 70,099 tCO₂eq (2024: 71,616 tCO₂eq; 2023: 65,835 tCO₂eq). Of this amount, 100 percent is from reduction projects, 0 percent from carbon sink projects, 100 percent from projects certified to the UN gold standard, 0 percent from projects within the EU, and 0 percent from the Corresponding Adjustments under Article 6 of the Paris climate agreement.

[EI-8 – Internal carbon pricing](#)

While we have not yet established internal carbon pricing, we are already investing €10 per tCO₂eq of corporate emissions in internal actions to prevent or reduce them (see section [EI-3](#)).

3.2 E5 – Resource use and circular economy

This chapter deals with the principles of the circular economy and with resource efficiency and the use of renewable resources.

[SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#)

The following table shows the material impacts, risks, and opportunities of the ESRS E5 sub-topics:

Topic	Impact materiality (ESRS 2 SBM-3)	Financial materiality (ESRS 2 SBM-3)
Waste – upstream value chain	<p>IRO: Generation of waste, including hazardous waste, during the extraction of raw materials and the manufacture of leased assets</p> <p>Details: CHG-MERIDIAN makes IT hardware available for leasing. Rare earths are extracted and processed in the manufacture of this hardware. This has a significant negative impact on the environment, primarily due to the release of radioactive waste and the generation of production waste. The processes contaminate water and soil, impair ecosystem functions, and create waste problems along the supply chain. These negative environmental impacts affect the health of people and animals, endanger biodiversity, and restrict the ability of natural resources to regenerate.</p>	No material risks and opportunities in relation to resource use and circular economy were identified.
Waste – downstream value chain	<p>IRO: Generation of electronic waste and potentially incorrect disposal in the downstream value chain</p> <p>Details: When CHG-MERIDIAN sells a used device, it hands over responsibility for what happens to it and has no insight into this. Therefore, it is possible that IT devices in the downstream value chain are not disposed of correctly and, in the worst case, are exported to the Global South. Inadequate recycling and improper disposal lead to the accumulation of electronic waste in export countries, causing local pollution and putting pressure on ecosystems. These negative environmental impacts affect the health of people and animals, create poorer living conditions in affected regions, endanger biodiversity, and restrict the ability of natural resources to regenerate.</p>	
Remarketing – own operations (entity-specific)	<p>IRO: Extension of the lifecycle of IT devices through remarketing</p> <p>Details: CHG-MERIDIAN refurbishes IT lease returns and remarkets them as used devices. Remarketing extends the asset lifecycle and dampens demand for new devices, and thus for primary raw materials. This reduces the flow of materials in the upstream supply chain and thus the negative environmental impacts associated with production and disposal. The circular use of resources protects natural resources and reduces emissions and the volume of waste, thus helping to relieve the pressure on ecosystems and improve the environment for people and nature.</p>	

Our strategies, guidelines, and actions in the area of circular economy and waste management form part of our contribution to sustainable development as defined by the UN’s sustainable development goal no. 12 ‘Responsible consumption and production’.

[E5-1 – Policies related to resource use and circular economy](#)

Remarketing of devices

At CHG-MERIDIAN, we take the conservation of resources seriously and aim to use the available resources efficiently. The circular economy is the game-changing model that guides us. Our

business model is based on the reuse of devices and therefore on the potential reduction of resource consumption, electronic waste, and greenhouse gases.

Taking a lifecycle-thinking approach, CHG-MERIDIAN relies on refurbishment and reuse to extend asset lifecycles. As a technology management company, we offer our customers end-to-end support, from the needs-based procurement of assets to green transportation, and throughout the useful life of their equipment. Once an asset comes to the end of its first lifecycle, we refurbish and remarket it for a second lifecycle. Old, non-reusable assets or those containing sensitive data are recycled and the resources they contain returned to the material cycle. In contrast to a linear economic model where the value of an asset is almost entirely lost at the end of its lifecycle, the circular model aims to retain an asset's value for as long as possible. This is how our business model contributes to the circular economy. Within our **ISO 14001 environmental management system**, we have formulated a Group-wide **environmental guideline** that defines in greater detail the environmental topics described in the sustainability strategy and the regulatory affairs strategy of CHG-MERIDIAN (see section [E1-2](#)). One of its aims is to conserve natural resources. We also have a Group-wide **sustainable procurement guideline** (see section [S2-1](#)). It was approved by the Board of Management and focuses on, among other things, the procurement of reusable products, including their packaging.

Waste management

We also have a Europe-wide **waste procedure**, which was approved by the Group Environmental Officer and his deputy and is available to all employees via the intranet. The waste procedure is based on the EU Waste Framework Directive and provides definitions and procedures for preventing, reducing, separating, and handling waste. It also specifies responsibilities. The following waste hierarchy has been defined:

1. Prevention
2. Preparation for re-use
3. Recycling
4. Other recovery, especially energy recovery
5. Disposal

Affected stakeholders were involved in the formulation of the waste procedure. These include the site representatives, who must ensure that the structures, such as a waste separation system and coordination with local facilities management, are in place for complying with this procedure. The prioritization of waste prevention, minimization, and treatment depends on the materials and the environment (i.e. in production, in the office, or in procurement). For example, printing should be avoided in the office (= waste prevention).

E-waste (electrical and electronic equipment, batteries, and rechargeable batteries) is of the utmost importance to us, not just because this is hazardous waste but also because our business model generates significant amounts of it. In addition, e-waste contains a large number of rare earths. That is why we liaise with each recycling partner to ensure that these materials are separated as well as possible to enable a high level of recycling. When selecting waste disposal partners, we look for relevant certifications such as ISO 14001 and *Entsorgungsfachbetrieb* (certified disposal specialist).

There is also a risk that IT assets are not recycled properly and sent to high-risk countries, where they pollute the environment. In order to contain this risk, we have a **procedure for verifying the identity of brokerage customers** in accordance with **ISO 9001**. The Head of Group Asset Management is responsible for the procedure, which is available to all employees via the intranet. It applies to CHG-MERIDIAN's European locations, in particular to CHG-MERIDIAN AG at the site in Gross-Gerau, and states that brokerage customers have to verify their identity before we enter into a business relationship with them. This is followed by order-specific export checks

that take account of product type, sanctions lists, embargoes, and intended use. There are additional requirements for customers in high-risk countries, for example the approval of new customers by the Anti-money Laundering Officer, the creation of customer dossiers with expanded requirements, and the disclosure of asset origins and beneficial owners. The procedure follows the relevant anti-money laundering regulations (BaFin).

[E5-2 – Actions and resources related to resource use and circular economy](#)

We implement the following actions when **remarketing assets**:

At CHG-MERIDIAN, we are aware of our responsibility when it comes to remarketing devices, and we are keen to reduce any negative impact. For example, we do not sell the devices in countries or to customers who are on sanctions lists (ongoing).

Brokers that want to collaborate with CHG-MERIDIAN within the European Customs Union (ECU) first need to undergo a legitimization check. In addition, CHG-MERIDIAN checks them against publicly available sanctions lists. For transactions in countries outside the European Customs Union, order-specific export checks are carried out that take account of product type, sanctions lists, embargoes, and intended use. No assets were sold to customers on sanctions lists or under embargo in 2025. Our European partner companies are subject to the same requirements concerning interactions with brokers from the European Customs Union. These partners also carry out country-specific and order-specific export checks for sales to countries outside the European Customs Union.

We are currently unable to quantify the reduction potential.

We have taken the following **waste management** actions internally:

- Reduce internal waste by reusing, recovering, or converting materials (ongoing): The packaging used to return leased assets is a significant source of waste. That is why we rely on reusable boxes for TFT monitors and notebooks, and use reusable packaging until it is broken or no longer ensures safe transportation. In addition, we collect disposable packaging that is still usable and ship refurbished assets in it or make it available to haulage companies. The waste generated in areas other than those associated with lease returns plays only a minor role due to its low volume, but is still reduced as much as possible, for example by bulk buying and splitting into smaller containers.
- Initiatives or training to raise employee awareness of the need to reduce and sort waste (ongoing)
- Use of environmentally friendly or biological packaging, e.g. replacing plastic with greener alternatives like paper, wood, and plastic substitutes, and purchasing more sustainable and certified packaging material such as FSC- or PEFC-certified cardboard (ongoing)
- Our technology center in Norway has also been working with a local certified recycling partner for many years. In these other European countries, devices are likewise disposed of with the help of local certified recycling partners. For our European partner companies, we are expanding an alliance with the European Advanced Recycling Network (EARN) in order to put similar processes in place. We aim to provide legally compliant and verifiable recycling through the framework agreement with EARN. In addition to the refurbishment and remarketing process, our service partners also look after the recycling processes outside Europe (ongoing). This all contributes to step three (recycling) of the waste hierarchy (see section [E5-1](#)).

[E5-3 – Targets related to resource use and circular economy](#)

Remarketing of devices

CHG-MERIDIAN has set itself the target of continuously giving at least 90 percent of all IT equipment returned across the Group a second lifecycle. Some IT categories, such as accessories and services, are filtered out when calculating the remarketing ratio. It often makes no sense to remarket these non-devices if there is no secondary market, for example, or because remarketing them would not be commercially viable. Furthermore, the internal data quality is insufficient to make valid assertions, for example because non-devices are not always documented uniformly across the Group.

We have also set ourselves an ongoing target for brokerage, i.e. the purchase of third-party equipment, aiming to give a second lifecycle to at least 80 percent of brokered IT equipment across the Group.

Below are the key assumptions regarding the definition of targets and the calculation of remarketing rates. We refer to figures from the internal stock management system (SMS.net) and manually obtain data from subsidiaries not covered by SMS.net. A note is stored on the system as to whether a piece of equipment is a leased asset that has been returned at the end of the term because the customer no longer wishes to use it, or whether it is equipment that CHG-MERIDIAN has purchased for the purpose of reselling (brokerage).

The entire global remarketing process for the two CHG-MERIDIAN technology centers and the end-of-lease service partners are managed and monitored centrally by Group Asset Management. The experts in remarketing are thus involved in target setting. This is directly related to the policies presented in the context of remarketing (see [E5-1](#)).

The aforementioned targets are not mandated by law and are not based on scientific findings as they are specifically tailored to our business model. Target achievement is disclosed in section [E5-5](#).

Waste management

We had defined time-bound and measurable targets up to 2024 for packaging at the technology center in Gross-Gerau¹⁷. We have exceeded these targets in recent years by using more cardboard instead of plastic, for example. No new measurable targets were defined in 2025 as the options that are currently feasible and economically viable have been exhausted. There are currently no alternative packaging solutions on the market that would further improve sustainability performance. In order to monitor the effectiveness of the policies and actions, we measure the volume of packaging every year and keep track of developments in plastics and certified wood and paper packaging; see [E5-5](#).

[E5-5 – Resource outflows](#)

In the sub-topic 'Resource outflows', we identified the entity-specific topic 'Remarketing' and waste (primarily electronic waste in the downstream value chain) as material.

Remarketing of IT lease returns

A total of 1,085,177 assets were processed by our technology centers and our service partners during the reporting year. In collaboration with our global network of certified service partners, **95.7 percent** of IT lease returns were professionally refurbished and sold on the secondary

¹⁷ Replace at least 20 percent of the packaging we use with biological alternatives by the end of 2024 (base year: 2020) and purchase at least 5 percent certified paper and wood packaging (FSC or PEFC).

market in 2025 (2024: 94.3 percent; 2023: 95 percent). This enabled us to remarket 1,023,363 IT lease returns in 2025 (2024: 1,006,203; 2023: 895,000). The remaining 4.4 percent of IT lease returns in 2025 were disposed of (2024: 5.7 percent; 2023: 5 percent). These were devices that could only be sold on as spare parts, were beyond repair and therefore no longer usable, contained highly sensitive data that had to be destroyed, or had not been unlocked by the customer. In addition to the returns from the lease business, we also process third-party equipment that we have purchased (brokerage). The proportion of lease returns that can be remarketed is significantly higher than is the case for assets previously owned by customers, as the latter tend to be older and thus cannot always be remarketed. The very high number of lease returns that we can remarket illustrates the circular nature of the lease model, which helps to conserve resources. The aforementioned points contribute to step two (preparation for re-use) of the waste hierarchy (see section E5-1) and help to reduce the amount of electronic waste as much as possible. These metrics were audited as part of the ISO 14001 certification process.

	Leasing	Non-leasing
Remarketing	95.7% (2024: 94.3%; 2023: 95%)	84.9% (2024: 75.9%; 2023: 84%)
Recycling	4.4% (2024: 5.7%; 2023: 5%)	15.1% (2024: 24.1%; 2023: 16%)

Waste management

The principles that underpin our waste management are defined in our waste procedure (see section E1-1).

We aim to achieve the highest recycling quality in line with the EU Waste Framework Directive at all times, so it is important that waste is collected by type where possible in accordance with local laws.

We generally differentiate between the following types of waste:

1. Biodegradable waste
2. Paper and cardboard
3. Glass
4. Plastic
5. Polystyrene
6. Wood
7. Metal
8. Packaging that contains residues of hazardous substances (spray bottles)
9. Batteries / rechargeable batteries
10. Electronic waste
11. Toner and print cartridges
12. Mixed construction/demolition waste

In 2025, **100 percent of wood packaging** and **97.2 percent of paper packaging were FSC certified**. There has also been a significant reduction in the use of plastic packaging and thus less plastic waste in recent years. The switch from plastic to cardboard, for example, has reduced **plastic packaging by 60 percent** compared with 2020.¹⁸

All data relating to our waste in Weingarten, Gross-Gerau, and Skien is recorded by our waste disposal partners on our behalf. All other Group locations are rented office premises within larger complexes, and we therefore do not have access to data on our actual waste volumes. We have

¹⁸ Targets up to 2024: Replace at least 20 percent of the packaging we use with biological alternatives by the end of 2024 (base year: 2020) and purchase at least 5 percent certified paper and wood packaging (FSC or PEFC).

no influence on the final waste separation system of the office complex, but we adopt it in our own waste separation. The waste volume for our office-only locations has thus been modeled on the basis of data from our headquarters in Weingarten, taking into account staff attendance.

All in all, we generated a total of 764.1 tonnes of waste across the Group in 2025 (2024: 893.8 tonnes; 2023: 956.2 tonnes). No radioactive waste was generated, i.e. 0 tonnes.

Electronic waste, some of which contains hazardous substances, is by far the most significant waste type, accounting for around 515.6 tonnes (2024: 663.7 tonnes; 2023: 726.6 tonnes) or 71 percent of total waste (2024: 74 percent; 2023: 76 percent). We comply with local regulations when we dispose of assets. Disposal and recycling are handled by waste disposal partners certified in accordance with various national and international quality, environmental, and energy management standards. These include EN 50625ff (CENELEC) for the collection, logistics, and treatment of old electrical equipment, DIN 66399 for secure data erasure, and section 21 of the German Electrical and Electronic Equipment Act (ElektroG) for receiving decommissioned devices. Our waste disposal partners in Germany professionally separate the materials contained in old devices, e. g. copper, gold, silver, aluminum, and reuse them wherever possible.

Resource outflows ¹⁹	2025	2024	2023
Total waste generated	764.1	893.8	956.2
Hazardous waste separated out by recovery type during disposal	3.6	1.9	2.3
Preparation for re-use	-	-	-
Recycling	3.6	1.9	2.3
Other recovery activities	-	-	-
Non-hazardous waste separated out during disposal by recovery type	562.1	739.1	844.7
Preparation for re-use	-	-	-
Recycling	562.1	739.1	844.7
Other recovery activities	-	-	-
Hazardous waste disposed of using waste treatment processes	153.1	114.6	70.4
Incineration	151.6	114.1	70.4
Landfill	-	-	-
Other disposal methods	1.5	0.5	-
Non-hazardous waste disposed of using waste treatment processes	45.3	38.2	38.8
Incineration	45.3	38.2	38.8
Landfill	-	-	-
Other disposal methods	-	-	-
Total amount of non-recycled waste	198.3	152.8	109.2
Percentage	26.0	17.1	11.4
Total amount of hazardous waste	156.6	116.5	72.7
Total amount of radioactive waste	-	-	-

¹⁹ Retroactive adjustments for 2023 and 2024 due to the breakdown by disposal/treatment method and categorization (hazardous/non-hazardous).

4 Social information

4.1 SI – Own workforce

Our skilled, knowledgeable, and committed employees are the foundation of our business, and it is important to us that they are able to develop at, and contribute to, CHG-MERIDIAN. Our mindset and our actions are rooted in our corporate values: passion, trust, respect, customer focus, individual responsibility, and integrity. These six values represent our understanding of how we should interact with each other, what is important to us, and how we want to be perceived by our partners and customers.

This chapter deals with working conditions (for example, working time, work-life balance, and health and safety), equal treatment and opportunities for all (for example, gender equality, training and skills development, and non-discrimination), and an entity-specific IRO (competitive wages).

The targets, measurements of effectiveness, and metrics mentioned in chapter SI were not validated by an external body other than the auditors.

[SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#)

All CHG-MERIDIAN employees are covered by the disclosure under ESRS 2, as all employees were included in the materiality analysis and in reporting. The identified positive and negative impacts relate to CHG-MERIDIAN’s workforce, i.e. to mostly permanent employees and a small number of external workers such as freelancers. With the exception of the *gender equality* topic, the material risks and opportunities relate to all of the workforce. The risk of gender inequality mentioned below specifically relates to the non-male part of the workforce. No specific risk was identified for certain groups of people.

No material impacts on our own workforce were identified in relation to transition plans for greener and more climate-friendly operations. Furthermore, our own workforce is not exposed to a significant risk of forced labor or child labor.

The actual and potential impacts on our own workforce do not arise from, nor do they influence, CHG-MERIDIAN’s strategy or business model. The material risks (see table below) that arise from impacts and dependencies related to our own workforce are of a general nature and not linked to CHG-MERIDIAN’S business strategy or business model.

The following table shows the material impacts, risks, and opportunities of the ESRS SI sub-topics:

Topic	Impact materiality (ESRS 2 SBM-3)	Financial materiality (ESRS 2 SBM-3)
Work-life balance	<p>IRO: Creation of a work environment that supports a healthy work-life balance</p> <p>Details: CHG-MERIDIAN facilitates remote and flexible working and offers its employees a global workation model. This improves work-life balance, gives employees more flexibility, and can boost job satisfaction and productivity, thus increasing employee wellbeing and health. It also strengthens social sustainability</p>	No material risks and opportunities in relation to work-life balance were identified.

	and contributes to a positive and trust-based corporate culture.	
Training and skills development	<p>IRO: Support for professional development and training for all employees</p> <p>Details: CHG-MERIDIAN runs its own continuing professional development department, which offers employees a wide range of training, continuing education options, and leadership programs. Targeted skills training courses and systematic professional development address the demand for frequent skills upgrades and support for managers. This ensures the continual professional development of employees, promotes equal opportunities, and improves individual and collective employability. The actions enhance social sustainability, increase employees' job satisfaction and career opportunities, and contribute to a positive, inclusive corporate culture.</p>	No material risks and opportunities in relation to training and skills development were identified.
Measures against violence and harassment in the workplace	<p>IRO: Potential violence, harassment, or discrimination in the workplace</p> <p>Details: CHG-MERIDIAN operates a compliance management system and a whistleblowing system for reporting discrimination and harassment in the workplace, and has a code of conduct that explicitly prohibits such behavior. Despite these prevention measures, there is still a risk that employees could be affected by discrimination or harassment (individual incidents). Such incidents could create an unsafe working environment and harm employees' mental health and wellbeing. Potential negative impacts include restrictions on personal safety, reduced access to a discrimination-free workplace, and infringements of employees' human rights.</p>	<p>IRO: Personnel, reputational, and legal risks due to potential cases of discrimination</p> <p>Details: CHG-MERIDIAN employs people in a variety of locations and is responsible for their working environment and working conditions. Potential discrimination and harassment in the workplace may still occur despite existing preventive action, posing a risk to a safe and respectful working environment. Such incidents can damage the working atmosphere, increase staff turnover, undermine motivation, and erode employees' trust in the Company. Consequences include legal disputes, financial penalties, increased recruitment costs, reputational damage, and harm to employees' mental and physical health.</p>
Working time	No material impact identified.	<p>IRO: Personnel risk due to high workload</p> <p>Details: Overtime may be required during peak periods. Regular or prolonged overtime can exacerbate stress and strain. Since sales employees work on a commission basis, this can ramp up the pressure even more. The greater workload and the lack of transparency about hours worked can lead to a rise in sick leave and health problems, which reduces productivity, increases costs for the Company, and impacts on employee health and wellbeing.</p>
Health and safety	No material impact identified.	<p>IRO: Personnel risk due to high workload and health risks</p> <p>Details: CHG-MERIDIAN employs people in a variety of locations and determines their working environment and working conditions. An unhealthy and stressful working environment harbors the risk of stress, burnout, and long-term illness. This results in a rise in absences, excessive pressure on the remaining employees, and increased staff turnover. The consequences are higher costs due</p>

		to sick leave and recruitment, lower productivity, and harm to employees' health and wellbeing.
Gender equality and equal pay for equal work	No material impact identified.	IRO: Personnel risk if job is perceived to not offer equal opportunities Details: CHG-MERIDIAN employs people in a variety of locations and determines their working conditions, remuneration, and career development opportunities. Potential unequal treatment of employees, e.g. with regard to promotions, salaries, or access to training, can result in perceived or actual discrimination. Unequal treatment can lead to dissatisfaction, lower motivation, high staff turnover, and the loss of key personnel. This can have financial consequences as a result of higher recruitment costs, the loss of expertise, and potential legal disputes and can undermine the right to equal treatment and fair working conditions.
Diversity	No material impact identified.	IRO: Personnel risk if job is perceived to not offer equal opportunities Details: CHG-MERIDIAN employs people in a variety of locations and determines their working conditions, team composition, and career development opportunities. A lack of diversity in the workforce and at management level leads to one-sided perspectives and limits equal opportunities and inclusion. This can undermine employee motivation and loyalty to the Company, creating a less open corporate culture. Moreover, valuable opportunities for innovation may remain untapped. The consequences are higher staff turnover and diminished competitiveness.
Competitive wages (entity-specific)	No material impact identified.	IRO: Personnel risk if salaries are not considered competitive Details: CHG-MERIDIAN employs people in a variety of locations and sets their remuneration and salary rises. Inadequate or non-competitive wages, along with poorly managed salary adjustments, can make it more difficult to attract and retain employees. This may lead to a shortage of high-caliber candidates, increased staff turnover, higher recruitment costs, and longer periods in which positions remain vacant. As a result, productivity may decline, competitiveness may weaken, and reputational risks may emerge, adversely affecting employer branding and employees' job security.

Our strategies, guidelines, and actions in relation to our own workforce form part of our contribution to sustainable development as defined by the UN's sustainable development goals no. 4 'Quality education' and no. 5 'Gender equality'.

[S1-1 – Policies related to own workforce](#)

We have adopted a number of guidelines and policies across CHG-MERIDIAN that define our values and standards. At an overarching level is the **labor & human rights guideline**, which applies to the whole CHG-MERIDIAN Group, excluding abakus, devicenow, circulee, OPC, and MLC.

It defines standards that cover all employees irrespective of the country in which they work. The guideline covers all IROs related to CHG-MERIDIAN's own workforce (see the following chapters), most importantly working in a fair and safe environment and being treated with respect. The guideline states that CHG-MERIDIAN does not tolerate any kind of forced labor (including debt bondage, serfdom, and slavery), human trafficking, or child labor. The guideline also prohibits discrimination and sets out provisions on freedom of association, mandatory risk analysis, auditing and remedial action in the event of breaches, multiple reporting channels, fair working conditions, and the creation and maintenance of a safe and healthy working environment. All CHG-MERIDIAN employees are responsible for adhering to this guideline. A considerable responsibility in this context lies with the Board of Management and all managers, as they must ensure that employees are made aware of labor rights and human rights in an appropriate manner. The guideline reflects the principles of external standards such as the UN Global Compact, national employment law and human rights law, and the Diversity Charter, but not explicitly the UN Guiding Principles on Business and Human Rights.

We have set up a multilevel reporting system for suspected discrimination and other violations of labor rights or human rights. Our employees and external parties have access to a global whistleblowing system, consisting of a hotline, a function-specific address, a reporting portal, and an impartial ombudsperson to report such violations (see section [G1-1](#)). We have also appointed a Gender Equality Officer who acts as a trusted contact for the entire Group in cases of suspected discrimination. Contact details can be found on the intranet. All reported cases are documented and investigated confidentially, and targeted remedial action, such as an apology or other disciplinary action, is taken where incidents are confirmed.

Under the banner 'It's about YOU', CHG-MERIDIAN strives for open, trust-based collaboration and active engagement with its employees worldwide. Various collaboration formats are described in detail in section [2-1](#).

The labor & human rights guideline and the more specific guidelines and policies mentioned below apply to all CHG-MERIDIAN companies, except abakus, devicenow, circulee, OPC, and MLC, and have been reviewed and approved by the Board of Management. Every employee can access them on the intranet, myCHG.

The Head of Group People & Culture is responsible for the People & Culture department and reports directly to the Chairman of the Board of Management. Across the Company, we have local Heads of People & Culture and People & Culture business partners in the various regions and countries.

Competitive wages

CHG-MERIDIAN AG and CHG-MERIDIAN GmbH each have a remuneration system in place to ensure that we pay competitive wages. This applies to Germany, which equates to around 50 percent of employees. For us, competitive wages means that the salary is appropriate for the job profile and the performance. The remuneration system is revised on an annual basis, submitted to the Board of Management of CHG-MERIDIAN AG and the management of CHG-MERIDIAN GmbH for sign-off, and presented to the Supervisory Board. Salaries are checked against external benchmarks to ensure that they are in line with the market. The remuneration system is audited annually by our independent auditor using adequacy, transparency, and sustainable development as criteria in accordance with section 25a (1) p. 3 no. 6 KWG. It was last revised on August 4, 2025 and signed off by the Board of Management of CHG-MERIDIAN AG and the management of CHG-MERIDIAN GmbH. The revised version was presented during the Supervisory Board meeting. The remuneration system is therefore the responsibility of the Board

of Management and the Supervisory Board. There is currently no standard international policy on competitive and role-specific wages as local circumstances vary considerably.

Gender equality and equal pay for equal work

CHG-MERIDIAN promotes equal opportunities and a respectful working relationship between employees, irrespective of their gender or any other aspects of diversity. This is enshrined in a range of internal documents (labor & human rights guideline, diversity policy, and non-discrimination policy). Equal treatment and equal opportunities also apply in relation to wages.

As described above, we have established a remuneration system for CHG-MERIDIAN AG and CHG-MERIDIAN GmbH to make sure that wages are adequate. In this context, we work with external benchmarks that are currently limited to Central Europe. There is currently no standard international policy on equal pay as we must first establish a Group-wide data basis.

Diversity and inclusion

Our **diversity policy** is closely linked to the aforementioned labor & human rights guideline, which applies to the CHG-MERIDIAN Group excluding the operationally independent subsidiaries devicenow, circulee, abakus, MLC, and OPC: We consider diversity to be beneficial, and at CHG-MERIDIAN we want to provide training on dialogue and equal opportunities and to actively promote this topic to diverse teams and to customers and partners. The topic also features in internal and external initiatives. CHG-MERIDIAN AG signed the Diversity Charter in 2021 to reaffirm our commitment to diversity and equal opportunities. The policy's objectives are to promote respect and appreciation among employees and colleagues, to protect against discrimination and illegal employment practices, to promote and respect different cultures and ways of thinking, to support inclusion, and to increase the proportion of women in management positions to 30 percent by the end of 2025²⁰. We aim to maintain the proportion of women in management positions at no less than 30 percent up to 2030. Boosting diversity in the Company is also designed to increase employee loyalty, foster an open corporate culture, and leverage any potential for innovation arising from diversity.

The policy also defines an action program to boost diversity (e.g. DEI committee, anonymous whistleblowing system, Women's Circle) and specifies that progress with diversity is regularly assessed and reported to the Board of Management and the Supervisory Board. Overall responsibility for diversity lies with the Board of Management, while day-to-day management is handled by the People & Culture and Regulatory Affairs departments and the Gender Equality Officer. The DEI committee has an advisory function.

International equality laws (EU and domestic), the principles of the UN Global Compact, and the Diversity Charter were all taken into account when formulating the policy. Employees are made aware of diversity during code of conduct training and kept informed by the DEI committee through regular communications and an event format.

CHG-MERIDIAN is legally required to employ people with a disability (in Germany: under section 154 of the German Social Code (SGB IX)). In 2025, the Company directly employed people with a disability and collaborated with two approved workshops for people with disabilities. This partnership is taken into account when it comes to meeting its obligations under law.

In 2025, a range of policies were introduced in the Spanish subsidiary to ensure conformity with law RDL 5/2000. This includes a policy to prevent discrimination of trans persons (1) and members

²⁰ This target is defined as the percentage of women in management positions relative to the total number of management positions; managers = colleagues who have personnel responsibility (from team leader upward). The target was achieved in 2025.

of the LGBTIQ community (2). Both policies cover Spain, are based on national (e.g. the Spanish Constitution and the Spanish law Ley 4/2023) and international law, and are the responsibility of senior management at the Spanish subsidiary. Its employees learn about the policy's content through internal communications (intranet) and training. The interests of employees, managers, and external stakeholders (regulatory authority) were taken into account when formulating the policies. (1) The policy on trans persons defines actions and procedures aimed at providing a safe, inclusive, and respectful working environment for transgender employees. It includes rules on protecting identity, preventing discrimination, providing confidential support with the gender-affirmation process, adapting internal systems (name, gender), raising awareness among – and providing training for – the workforce, and protecting personal data. (2) The policy on LGBTIQ persons defines actions aimed at preventing, identifying, and mitigating harassment and discrimination in the workplace based on sexual orientation or gender identity. The policy also covers raising awareness among – and providing training for – the workforce, and ensures confidentiality and protection from reprisals.

Measures against violence and harassment in the workplace

Another policy, the **non-discrimination policy**, was developed and published in 2024. It defines the various forms of discrimination and protected characteristics, and explains the process for reporting and investigating potential cases of discrimination. Protected characteristics include ethnicity, skin color, gender, gender identity, sexual orientation, severity of physical or mental disability, age, religion, political beliefs, nationality, and socio-economic status.

CHG-MERIDIAN takes a zero-tolerance approach to discrimination, harassment, bullying, and reprisals. The principles of the policy primarily concern interactions between employees, but also cover interactions with visitors, customers, suppliers, and other business partners, and vice-versa. The DEI committee took the lead in the development of the non-discrimination policy and integrated EU non-discrimination guidelines and national laws into the policy. Overall responsibility lies with the Board of Management, while day-to-day management is handled by the People & Culture and Compliance departments.

Health and safety

Supporting and strengthening the health and wellbeing of our employees is part of our corporate culture. Our global approach to health and wellbeing aims to create permanent structures that promote a healthy and well-balanced working life. The Head of People & Culture is responsible for this approach, which is monitored indirectly via the employee survey.

We consider stress, burnout, and other issues affecting mental health as potentially the biggest health and safety risks at CHG-MERIDIAN. We therefore place a particular focus on raising awareness of mental health and openly dealing with mental stress.

The physical safety and wellbeing of our employees are also a priority: We have introduced a management system for health and safety at work (SGAM) in accordance with **ISO 45001** at sites with the greatest health and safety risks, such as our technology center in Gross-Gerau, which employs around 120 people in asset collection, refurbishment, certified data erasure, and remarketing. A recertification audit was completed successfully at the site in Gross-Gerau in 2025. Other sites and subsidiaries where such risks are not present comply with local laws and standards. A range of internal procedural instructions and written procedures, such as user manuals for handling work materials and hazardous substances, have been created in the context of ISO 45001 to provide guidance for employees and minimize risks. These documents are available to employees on iKNOW and some are displayed on noticeboards in the technology center. As part of the IMS, the Board of Management is responsible for the ISO 45001 certification, while the business consultants in the technology center handle its operational implementation.

Work-life balance

As a rule, CHG-MERIDIAN promotes remote and flexible working, but there is no standard international policy on working time. The respective local laws apply. In Germany, the **remote and flexible working policy** was introduced in 2020 and is the responsibility of the People & Culture department.

The policy sets out the rules for temporary remote working from anywhere on Company-owned IT devices and makes a clear distinction between this and working from home. Promoting remote and flexible working is designed to offer a better work-life balance, with the additional aim of ensuring seamless business processes and reliable availability. A range of organizational requirements apply, such as agreeing working time and availability in advance and adhering to the maximum permitted working hours. Laws on health and safety and working hours, regulation [A1] from the employers' liability insurance association, and the EU General Data Protection Regulation (GDPR) were all taken into account when formulating the policy. The affected stakeholders, in this case the employees, were also involved. A pilot phase in 2019, during which employee and management surveys were conducted, provided feedback for the final policy.

Beyond this, the subsidiaries decide how they manage flexible and remote working. Some countries have defined a specific number of in-office days, for example.

In 2024, the People & Culture department published the **guideline for global collaboration and work-life balance** in response to changing working conditions and increasing challenges, such as being available around the clock. The pressures that come with today's fast-paced work culture, increasing responsibilities, and any number of personal challenges make it necessary to set healthy boundaries and develop strategies for effective self-management in order to be successful and find a good balance. In addition to the guideline, there is also a firmly established training program for employees entitled **disconnection guide** that was launched in 2025. It introduces the content in practical ways and provides strategies for implementing it in day-to-day work.

Training and skills development

The topic of training and skills development has become hugely important to CHG-MERIDIAN. We require highly skilled employees and we offer specific training opportunities that meet their needs. For our management team, we also offer continuing professional development (CPD) programs on our leadership culture. In addition to providing CPD options for our employees, we want to train new and committed young talent, which is why we offer a range of traineeships and vocational and degree apprenticeships.

In our **employee manuals** (one for Central Europe and another for the rest of the world, excluding abakus, devicenow, circulee, OPC, and MLC; the Board of Management is responsible for both), we define the principles for our employee development, which we consider to be a material factor in the success of our business. Employee development has a positive effect on job satisfaction and career opportunities. These employee manuals describe the framework for training and state that managers must hold a review meeting with employees at least once a year to discuss topics such as salary, targets, training, and/or areas for professional development. Other development sessions include six-monthly meetings, talks about returning to work, and discussions concerning praise, feedback, or initial warnings and criticisms.

Working time

CHG-MERIDIAN does not have a formal policy or a specific plan for regulating working time or preventing overtime as the Company takes a trust-based approach. Employees are free to decide when to start work and when to finish, as long as operations continue without interruption.

If a significant amount of overtime has been accrued, the line manager may offer compensation. The respective local laws apply.

[S1-2 – Processes for engaging with own workers and workers' representatives about impacts](#)

At CHG-MERIDIAN, we have a variety of ways to engage directly with employees. Employees regularly have the opportunity to provide direct feedback and thus shape decisions and actions relating to working conditions and corporate culture. For example, the results of the employee survey are translated into action plans, with progress assessed every quarter by the People & Culture department and the regional leaders.

Employee surveys

Both the Great Place To Work® survey and the international employee survey are usually conducted by an external provider every other year on a rotating basis. In 2025, it was the turn of the international employee survey. The Great Place To Work® survey is scheduled for 2026. The surveys are initiated by the P&C department and are the responsibility of the Head of P&C.

a. International employee survey:

This survey covers topics such as communication, working conditions, tasks, targets, CHG-MERIDIAN as an employer, leadership, and corporate values. The survey actively asked whether CHG-MERIDIAN is an inclusive employer that takes the perspectives of employees, including vulnerable and marginalized groups, into account.

The participation rate in the international employee survey was high in 2025. It increased by 6 percentage points to 88 percent compared with 2023, a clear sign that more employees are keen to get involved and actively contribute to positive changes. Colleagues from OPC India, Singapore, Malaysia, and Thailand took part in the survey for the first time, confirming the strong cultural and organizational integration of our global subsidiaries.

Overall, the survey shows that our employees are satisfied with their workplace (83 percent) and that we have made progress in the areas of leadership, performance, corporate values, and collaboration within the teams. Areas for improvement are collaboration across departments and countries, and transparency in career progression plans.

b. Great Place to Work® survey and certificate

We are proud that all eleven countries of the CHG-MERIDIAN Group that took part in this international project earned the Great Place To Work® Certification™ in 2024. We aim to conduct the Great Place To Work® survey every two years; the next survey is scheduled for 2026 and will cover even more countries. The results from 2024 show that 81 percent of our employees consider CHG-MERIDIAN to be a good place to work overall, while 74 percent are satisfied on average with the statements measured by the survey. The findings of the Great Place To Work® survey are analyzed and assessed internally. In a next step, action plans are formulated regarding leadership development, for example, or greater transparency.

Employee representation / works council Gross-Gerau

The works council at the site in Gross-Gerau was most recently elected in March 2025. In accordance with section 9 of the Works Constitution Act (BetrVG), the works council has seven members. It is made up of five male members and two female members. The chairperson is female. Around 7 percent of our workforce is represented by a works council.

There is also support for employees, in particular marginalized groups and their concerns, from the DEI committee, the Women's Circle format, and the Gender Equality Officer.

[SI-3 – Processes to remediate negative impacts and channels for own workers to raise concerns](#)

Employee engagement is key to attracting and retaining employees, as it increases productivity, loyalty, and satisfaction. CHG-MERIDIAN provides employees with a number of channels to raise concerns, including the whistleblowing hotline, the ombudsperson, and directly with their line manager during annual reviews. A reporting process for whistleblowing has been implemented at CHG-MERIDIAN (see [G1-1](#)).

CHG-MERIDIAN expects its employees and business partners to report attempted, suspected, or actual violations of external laws and provisions, and any breaches of internal rules, such as our code of conduct. Reports are treated in strict confidence and not considered to be a breach of trust. This means that reports will not lead to adverse consequences for the person making the report. Further information on the whistleblowing process and on how reports are handled can be found in [G1-1](#).

The Board of Management, the Supervisory Board, and the Compliance Officer firmly believe that speaking openly and honestly about problems and concerns is an integral element of CHG-MERIDIAN's corporate culture and will remain so in the future. An open feedback culture and speaking up should always have priority over anonymous communication channels, as long as this does not present a risk to the person or their position. Employees are informed, for example via the intranet (myCHG), about the channels for reporting concerns and incidents. The number of views the intranet pages generate, and thus how aware the employees are of their content, is measured every quarter as part of the compliance management system. In addition, Regulatory Affairs carries out an annual review of the effectiveness of the reporting channels. This effectiveness check examines whether a reported incident is being dealt with in accordance with the process defined in the policy and that all deadlines and steps are being adhered to.

The non-discrimination policy defines a remedial process for incidents of discrimination: If a report is submitted via one of the reporting channels, a case is opened and documented in the central global compliance case management system. This is followed by the investigation phase, during which the case is analyzed and the persons involved are interviewed, where applicable. Depending on the severity, frequency, and extent, a range of remedial actions may be taken, including an apology, training, counselling, transfer, or dismissal. The effectiveness of individual actions is not assessed, but it is possible to reopen cases as required.

There is an anonymous mailbox at the site in Gross-Gerau for submitting health and safety-related tip-offs and complaints, which are then assessed by the works council and the Head of Technology Center. Employees can also approach the SGAM Officer directly, who raises their concerns in the health and safety committee. There are further ways of getting involved through the annual works meeting. A risk analysis of workplace hazards is conducted at the site in Skien (Norway) at least once year with the involvement of employees and senior management.

[SI-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions](#)

A wide-ranging action plan has been put in place for the benefit of our employees with the aim of boosting positive impacts, mitigating negative impacts, and managing risks and opportunities. By complying with labor and data protection laws and implementing internal policies and processes, CHG-MERIDIAN strives to ensure that its business practices do not cause or contribute to material negative impacts on its own workforce. This includes, in particular, fair and transparent remuneration and promotion processes, adherence to principles of health & safety and equal treatment, and responsible handling of employees' personal data. Any conflicts between commercial targets and the protection of employees are resolved using an evaluation process with the involvement of relevant departments and stakeholder representatives.

While the Board of Management has overall responsibility for our sustainability policies, internal experts from the relevant departments assess which actions are required and appropriate in response to specific potentially negative impacts. The compliance team, for example, deals with potentially negative impacts due to harassment or discrimination in the workplace.

Various key actions are listed below. In addition to financial resources for CPD, for example, managing the impacts, risks, and opportunities requires a wide range of personnel resources, specifically members of the People & Culture department (corporate health management, employer branding, people development, etc.), an international and cross-departmental DEI committee, a compliance team, ISO consultants, and a member of the occupational health unit. The actions listed are ongoing and not limited to the reporting year.

Work-life balance

We introduced **remote working and a system of flexible working time** back in 2019 – i.e. before the coronavirus pandemic – with the aim of promoting a better work-life balance. Hybrid working is available to employees in all countries, except OPC India. The remote and flexible working time model helps to improve the work-life balance of our employees. This is confirmed in the employee survey, in which 85 percent of respondents state that CHG-MERIDIAN's working time model contributes to a healthy balance between work and private life.

Alongside flexible working models, we announced the **workation model** globally in 2023. Where legal frameworks and tax systems allow, we offer workation in countries in which CHG-MERIDIAN has a presence. So far, the workation option has been established in 28 out of 30 countries. Employees are free to choose the location from which they want to work for a limited period, with some variation in local rules and restrictions. Employees in Central Europe (Germany, Austria, and Switzerland), for example, are limited to EU and EFTA countries. The details and implementation criteria are handled by the People & Culture managers in each country. The Company takes the aforementioned actions, which go beyond the minimum legal requirements, to further boost the wellbeing of its employees.

Training and skills development

We require highly skilled employees and we offer specific training opportunities that meet their needs. For our management team, we also offer CPD programs on our leadership culture, covering topics such as accountability, networking, and acting as a role model. The CHG-MERIDIAN Group employs internal trainers in the People Development unit as well as freelancers, and also offers external training courses. Our internal training portfolio covers a range of skills, which we have divided into 'personal skills', 'sales', 'expert classrooms', 'bespoke & external', and 'software'. In 2023, we launched a 20-month program on the topic of leadership entitled 'It's

about Leadership – Empower my Organization’ aimed at all managers at CHG-MERIDIAN (except those at abakus, devicenow, circulee, MLC, and OPC for 2025) and ‘It’s about Leadership – Empower my Team’ for the team leader structure. The leadership program ended in December 2025. It is being revised and replaced with a new approach. The training activities are aimed at strengthening leadership skills; the effectiveness of the actions can be measured over time via the employee survey as it contains specific questions about satisfaction with the leadership.

We launched a Global Mobility Program in 2024 as another element of our efforts to be an employer of choice. As part of the talent strategy, this program gives our employees access to international career and development opportunities, and enables them to make the most of CHG-MERIDIAN’s global presence (except abakus, devicenow, circulee, MLC, and OPC for 2025). The program is expected to support employees’ individual development and promote relevant skills such as intercultural awareness. So far, the program has been well received internationally and more than 20 employees have already worked abroad on a temporary basis.

Health and safety

The global health & wellbeing approach (except abakus, devicenow, circulee, MLC, and OPC for 2025) is implemented by local *health angels*, whose regular initiatives cover healthcare, stress management, diet, exercise, and mental health. There are also offerings in the training catalog that teach employees the best way to establish a good work-life balance and healthy work structures. Activities in 2025 included a health week, a blood donor campaign, an immune system boost week, active breaks, fitness assessments, and health days. The **R U OK?** initiative was launched across the Group in 2023. It has since served as an umbrella for a range of actions and events aimed at normalizing conversations about mental health and strengthening mutual support in day-to-day working. Through the aforementioned voluntary initiatives, CHG-MERIDIAN is setting higher standards than are mandated by law.

We also support the training of **mental health first aiders** who act as confidential points of contact for employees (except at abakus, devicenow, circulee, MLC, and OPC for 2025). The contacts can offer advice in stressful situations and arrange further support where needed. Our training programs, coaching sessions, and communication initiatives help to foster a culture of mindfulness, respect, and mutual care. The aim is to further reduce the stigma surrounding mental health and enable all employees to speak openly about mental stress and seek help at the earliest opportunity.

A number of committees are responsible for health and safety in Germany. They report to the Board of Management every year. Our technology center in Skien has a certified occupational safety manager and several Health and Safety Officers who carry out safety measures and inspections.

New employees, tenants and leaseholders of our premises, and employees of external cleaning companies at our headquarters in Weingarten and our technology center in Gross-Gerau must attend a mandatory safety briefing as well as annual follow-up briefings. Regular evacuation drills are conducted at all locations in Germany, Austria, and Switzerland. The effectiveness of the aforementioned actions is not measured directly.

Diversity and inclusion

Our global DEI committee has been active since September 2023. Employees can nominate themselves or each other across all sites. The DEI committee is made up of members from Europe, Australia, North America, and South America. They plan and implement initiatives, such as diversity talks and anti-discrimination actions, to boost diversity and raise awareness of the topic in the Company globally and locally. Through the DEI committee, CHG-MERIDIAN is setting

higher standards than are mandated by law. The effectiveness of the actions can be measured over time via the employee survey as it contains specific questions about diversity.

In Gross-Gerau, CHG-MERIDIAN collaborates with the Rhine-Main Workshops for Disabled People and a subsidiary workshop, Solvere gGmbH. Technology experts work hand-in-hand with skilled and semi-skilled employees, and for many years now, the team has also included people with disabilities who are employed as part of the integration project. They carry out their work not at an external workshop but at workplaces within the Company.

Measures against violence and harassment in the workplace

We have appointed a Gender Equality Officer who is on hand to answer questions on diversity matters and acts as a trusted contact for the entire Group in cases of suspected discrimination. Their contact details are available on the intranet, so all employees – excluding those at abakus, devicenow, circulee, OPC, and MLC – can turn to the same Gender Equality Officer. We take action against all forms of discrimination in accordance with local law.

The non-discrimination policy was developed and published by the DEI committee in 2024 (see section [S1-1](#)). The publication of the policy was followed by action to raise awareness among all employees, including in 2025, in order to create an understanding of non-discrimination and strengthen the sense of belonging. The awareness sessions were conducted across the Group, with the exception of abakus, devicenow, circulee, MLC, and OPC. The interactive sessions demonstrated interactively how to recognize discrimination, presented what types of discrimination and *unconscious bias* there are, and highlighted the support mechanisms that are in place at CHG-MERIDIAN. The awareness training sessions were a one-off action.

A new section in myCHG, #SpeakUp, was launched in March 2025. It provides an overview of the ways to report violations of values, rules, and laws; the reporting channels themselves are not new (see [G1-1](#)). It is aimed at all employees with access to the IT system, which excludes abakus, devicenow, circulee, MLC, and OPC. The page includes a clear message, 'Trau Dich' ('Have the courage'), that actively encourages employees to report violations of values, policies, and laws. Confidentiality and support are guaranteed. This new section strengthens the whistleblowing system and contributes to ESRS S1-17 (protection from discrimination and strengthening of human rights).

Any cases of discrimination that arise despite the aforementioned preventive action being taken are processed using the usual whistleblower mechanism; see [S1-3](#) and [G1-1](#). We have not defined any measurable targets for this IRO so far (see [S1-5](#)), but we can measure the effectiveness of the aforementioned actions with the help of the employee survey and the incidents (see [S1-17](#)).

Gender equality and equal pay for equal work

We are particularly keen to improve our performance when it comes to the advancement of women and have been supporting the Group-wide (excluding abakus, devicenow, circulee, MLC, and OPC) International Women's Circle on an ongoing basis since 2021. This network, which was initiated by employees, offers talks, workshops, and discussions in areas such as skills development, collaboration and networking, work-life balance, and leadership. In the Central Europe region, we established the 'women in sales' format, where female colleagues from the sales departments can meet, talk, and offer internal and external input. Other actions include the introduction of a structured selection process for management positions (promotion only after an assessment, not by nomination) and succession planning with the aim of identifying female employees with high potential and possible female successors (including specific development plans). CHG-MERIDIAN always advertises vacancies using gender-neutral language, and there is an internal job market to ensure that vacancies are transparent to everyone. The

aforementioned actions and our quota for women go beyond the minimum legal requirements. Progress is measured every six months using the *percentage of women in management roles* metric. The percentage has increased every year except in 2023, as this was the first year that the quota for women was measured at Group level (2024: 27.0 percent; 2023: 24.1 percent; 2022: 26.4 percent).²¹

Competitive wages

As described in S1-1, CHG-MERIDIAN benchmarks its salaries in Germany against the market every year. The effectiveness of this action is not measured directly.

Working time

The Company has not introduced specific actions in relation to working time, with the exception of the rules on flexible and remote working (see S1-1). Working time is not systematically recorded in an internationally uniform way. No further actions are set to be taken as the focus is currently on the introduction of international HR software.

[S1-5 – Targets related to managing material impacts, advancing positive impacts, as well as to risks and opportunities](#)

Gender equality

We believe that diversity is an advantage, which is why we want to actively promote and embed dialogue and equal opportunities in diverse teams at CHG-MERIDIAN, with our customers and partners, and through internal and external initiatives. As described in S1-1, we have adopted a range of internal guidelines and policies. Their objectives are to promote respect and appreciation among employees and colleagues, to protect against discrimination and illegal employment practices, to promote and respect different cultures and ways of thinking, and to **increase the proportion of women in management positions to 30 percent by the end of 2025** (Group-wide, base year 2020²²). We aim to maintain the proportion of women in management positions at **no less than 30 percent** up to **2030**. The proportion of women is calculated by dividing the number of female managers by the total number of managers. Managers are defined as colleagues who have personnel responsibility (from team leader upward). The achievement of this target is monitored using a half-yearly metric and reported in section S1-9.

The sustainability team, the People & Culture department, and members of the DEI committee are directly involved in the process of setting targets for the quota for women. These groups are involved in defining the target and monitoring its achievement; neither the workforce nor the employee representative bodies are integrated into the process. Any insights and improvement potential identified during target monitoring are analyzed by the groups together. The findings feed into the refinement of the actions and targets.

The effectiveness of actions relating to equal treatment is measured through the employee survey, with 82 percent of respondents agreeing that CHG-MERIDIAN offers the same development and career opportunities irrespective of gender.

²¹ The quota for women applies to the entire CHG-MERIDIAN Group including all subsidiaries; the actions (e.g. the internal job market) apply to companies with access to CHG-MERIDIAN's IT applications (i.e. the Group excluding abakus, devicenow, circulee, OPC, and MLC).

²² The proportion of women was 24.5 percent in the base year of 2020, but this figure was not determined for the Group as a whole and excluded subsidiaries such as abakus, devicenow, and circulee. The target was achieved in 2025.

Diversity and inclusion

CHG-MERIDIAN and the DEI committee champion diversity, equal treatment, and inclusion across the Group. Our aim is to establish a workplace in which every voice is heard, every perspective is valued, and everyone can thrive and contribute to a culture of innovation and success. The DEI targets are qualitative: achieve greater diversity and representation; improve employee retention; measure and monitor progress; establish an inclusive work culture; manage problems and conflicts in the workplace related to diversity and inclusion; support diversity at suppliers. The workforce was represented by the employees on the DEI committee and thus indirectly involved in the committee's target definition process.

We already record some data in relation to diversity and inclusion (see [S1-9](#), [S1-12](#), [S1-13](#), and [S1-15](#)). However, we do not currently consider the reporting and management system to have achieved a sufficient maturity level to enable us to define robust and measurable targets. We are able to measure how effective our actions are through our employee survey. According to the 2025 employee survey, 83 percent of respondents agree that CHG-MERIDIAN actively promotes an inclusive workplace.

Work-life balance

No measurable quantitative targets have been set with regard to work-life balance due to insufficient availability of data, but we are able to measure how effective our actions are through our employee survey. According to the 2025 employee survey, 85 percent of respondents agree that the flexible working time model enables them to better balance work and leisure time.

Health and safety

While we have not set any measurable quantitative targets for health and safety as we do not consider a target for accidents at work to be helpful, we nonetheless strive to provide a safe and healthy workplace in which incidents do not occur. We are able to measure how effective our actions are through our employee survey. According to the 2025 employee survey, 82 percent of respondents agree that CHG-MERIDIAN actively promotes a healthy and safe workplace.

Competitive wages

No measurable quantitative targets have been set for competitive wages due to insufficient availability of data across the Group and the lack of a strategy for competitive wages, but we are able to measure how effective our actions are through our employee survey. According to the 2025 employee survey, 67 percent of respondents consider their salary to be commensurate with their role.

Training and skills development

With regard to training and skills development, our target up to 2030 is to ensure that at least 80 percent of employees who have been with the Company for longer than 24 months undergo an annual performance assessment²³, as we view employee development as a key success factor for the company, as well as for employee job satisfaction and career opportunities; see S1-1. As a prerequisite for measuring this metric, a group-wide tool will be introduced between 2026 and 2028 to track annual performance reviews. We then aim to increase the percentage steadily each year from 40 percent (end of 2028) to 80 percent (end of 2030).

When setting the target values, CHG-MERIDIAN directly involves the Sustainability Team and the People & Culture department in the process. These groups contribute to both the definition of targets and the ongoing monitoring of target achievement; the workforce itself, employee

²³ This target includes all employees except those at abakus, devicenow, and circulee; target defined in early 2026.

representatives, or other stakeholder groups are not involved in the process. Findings and potential for improvement derived from tracking targets are analyzed jointly and incorporated into the further development of measures and objectives.

Measures against violence and harassment in the workplace

No measurable quantitative targets have been set for actions aimed at preventing violence and harassment in the workplace as we do not consider a target for cases of discrimination to be helpful. We do, however, prohibit any form of discrimination and strive to ensure that there is no discrimination at CHG-MERIDIAN (see code of conduct). As described in [G1 – Targets & metrics](#), we are also pursuing the target of training at least 95 percent of affected employees on compliance matters such as non-discrimination (all employees in our IT systems, i.e. excluding those at abakus, devicenow, circulee, and OPC in 2025). We are able to measure how effective our actions are through our employee survey. According to the 2025 employee survey, 89 percent of respondents agree that they are treated fairly and with respect by colleagues and that they feel included. 85 percent say the same about their line managers. We also record reported cases of discrimination; see [SI-17](#).

No measurable quantitative targets have been set for the IRO *working time*. This is due to insufficient data as we do not currently record working time systematically across the Group.

One of the ways in which we measure the effectiveness of our actions is through our employee survey, which is conducted every two years across the Group. It covers topics such as communication, working conditions, tasks, targets, CHG-MERIDIAN as an employer, leadership & management, and corporate values & corporate culture; see SI-2. However, the topic of *working time* is not covered in the employee survey.

[SI-6 – Characteristics of the undertaking’s employees](#)

1) Headcount:

The CHG-MERIDIAN Group employs **1,738 people** (2024: 1,600; 2023: 1,422), of whom 43 percent are female (2024: 42 percent; 2023: 43 percent), 57 percent male (2024: 58 percent; 2023: 57 percent) and 0 percent other (2024: 0 percent; 2023: 0 percent). In 2025, no employees chose not to state their gender (2024: 0; 2023: 0). The following breakdown refers to the absolute number of employees (headcount) as at December 31, 2025, **excluding** students (degree apprentices and student interns), apprentices, interns, and employees on parental leave. Part-time employees and those on fixed-term contracts are counted in full. The number of employees – in accordance with section 285 (7) HGB (average) – is reported in [chapter 9 of the notes to the consolidated financial statements](#).

a. [Number of employees, broken down by country \(headcount as at December 31, 2025\):](#)

Region	Country	2025	2024
Americas	Brazil	54	50
	Canada	13	10
	Mexico	108	100
	USA - 42 CHG-MERIDIAN USA - 40 MLC	82	75
South-Western Europe	Belgium	43	39
	France, of which: - 64 CHG-MERIDIAN France - 1 devicenow	65	62
	Italy	49	47

	Spain, of which:		
	- 62 CHG-MERIDIAN Spain	85	60
	- 23 devicenow		
	Netherlands	16	15
	UK/Ireland, of which:		
	- 56 CHG-MERIDIAN UK/Ireland	59	58
	- 3 devicenow		
North-Eastern Europe	Czech Republic	4	3
	Denmark	4	4
	Finland	26	25
	Norway ²⁴	31	31
	Poland, of which:		
	- 50 CHG-MERIDIAN Poland	55	43
	- 5 devicenow		
	Sweden, of which:		
	- 9 CHG-MERIDIAN Sweden	10	9
	- 1 devicenow		
Asia-Pacific	Australia / New Zealand	56	61
	India	54	52
	Singapore	5	-
	Thailand	1	-
	Malaysia	2	-
Germany, Austria, and Switzerland	Germany²⁵, of which:		
	- 824 CHG-MERIDIAN AG	893	835
	- 9 abakus		
	- 13 circulee		
	- 21 Industrial Solutions GmbH		
- 26 devicenow			
Austria	11	10	
Switzerland	12	11	
	TOTAL	1,738	1,600

b. Number of employees, broken down by gender (headcount as at December 31, 2025):

Gender	2025	2024
Female	744	679
Male	994	921
Other	-	-
Not stated	-	-
Total	1,738	1,600

²⁴ Of which 20 employees work at our technology center in Skien (5 women, 15 men).

²⁵ ESR5 S1 paragraph 50a requires that the total number of employees is disclosed for countries in which an entity has 50 or more employees who account for at least 10 percent of the total number of employees. CHG-MERIDIAN exceeds this threshold only in Germany. Employee numbers for all countries are disclosed in order to provide a clearer overview of the Company's international presence.

c. Number of employees, broken down by employment contract (headcount as at December 31, 2025):

Employment contract	2025	2024 ²⁶
Permanent employment contract	1,700	1,507
- Female	725	637
- Male	975	870
- Other	-	-
- Not stated	-	-
Fixed-term employment contract	38	54
- Female	15	25
- Male	23	29
- Other	-	-
- Not stated	-	-
On-call staff (workers without guaranteed hours, such as temporary staff)	29	26²⁷
- Female	10	9
- Male	19	17
- Other	-	-
- Not stated	-	-

2) Staff turnover:

Across the Group, 317 new employees joined CHG-MERIDIAN in 2025 (2024: 268; 2023: 282), while 162 employees left the Company of their own accord or were dismissed (2024: 157; 2023: 163²⁸). The staff turnover rate was therefore 9.4 percent (2024: 10.4 percent; 2023: 11.5 percent)²⁹.

S1-7 – Characteristics of the undertaking’s external workers

CHG-MERIDIAN employs only 50 external workers (2024: 49; 2023: 77), which equated to just under 3 percent as at December 31, 2025 (December 31, 2024: 3 percent; December 31, 2023: 5 percent). These are external workers who do not have an employment contract with CHG-MERIDIAN, e.g. self-employed people and, to some extent, temporary employees.

²⁶ In the 2024 report, this metric included apprentices, students, and employees on parental leave; to ensure comparability, we restated the figures from 2024 and calculated them in the same way as in 2025 (i.e. excluding apprentices, students, and employees on parental leave). Consequently, the prior-year figure has not been externally reviewed.

²⁷ Metrics for on-call staff from the prior year have not been externally reviewed.

²⁸ Metrics for staff turnover from previous years have not been externally reviewed.

²⁹ The percentage is calculated as follows: sum of leavers / average headcount * 100. The average headcount figure includes apprentices and students, but not interns and employees on parental leave. Accordingly, these groups are not included in the numerator, whereas employees on parental leave are included in the total number of leavers. To ensure compliance with ESRS, 2025 is the first year that staff turnover includes both employees leaving of their own accord and dismissals by the employer; in previous years, this disclosure only included staff leaving of their own accord. By way of comparison, if staff turnover was based solely on employees leaving of their own accord, the figure for 2025 would be 4.4 percent (2024: 5.8 percent; 2023: 6.6 percent). The prior year’s figures disclosed above were adjusted to meet the ESRS-compliant definition and have thus not been externally reviewed.

[SI-9 – Diversity metrics](#)

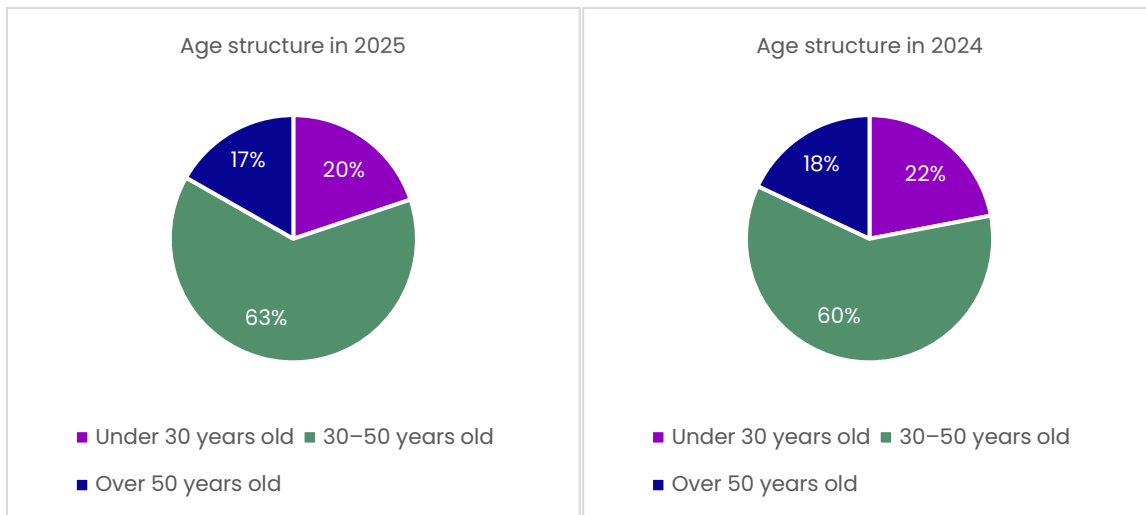
1) Gender split in management positions (headcount as at December 31, 2025):

When we refer to the *top management*, we mean the Board of Management. The reason for this strict definition is that the Board of Management has overall responsibility for the Group’s strategy, financial results, and risk management. It is the only body with legal power of representation vis-à-vis third parties and is therefore the highest decision-making and management body. All other management levels are subordinate to the Board of Management. The top management comprises three men (100 percent male, 0 percent female) (2024: three men – 100 percent male, 0 percent female; 2023: four men – 100 percent male, 0 percent female).

As described in SI-5, we set ourselves a target of 30 percent women in management positions by 2025. We achieved this target in the year under review, as 30.2 percent of managers (from team leader upward) are women (2024: 27 percent; 2023: 24.1 percent).

2) Headcount broken down by age, as at December 31):³⁰

CHG-MERIDIAN has the following age structure:



[SI-12 – Persons with disabilities](#)

As at December 31, 2025, 0.9 percent of CHG-MERIDIAN’s workforce – in relation to the headcount excluding students (degree apprentices and student interns), apprentices, interns, and employees on parental leave – are people with a disability (2024: 0.9 percent; 2023: 0.8 percent).

Furthermore, CHG-MERIDIAN collaborates with the Rhine-Main Workshops for Disabled People and a subsidiary workshop, Solvere gGmbH, at its site in Gross-Gerau and offers workplaces in its operations for people with a disability.

³⁰ The calculation of the percentage breakdown by age group includes employees on parental leave, apprentices, and students.

[S1-13 – Training and skills development metrics](#)

CHG-MERIDIAN attaches great importance to training and continuing professional development. **The average number of training hours per employee** in 2025 was **16.82** (16.77 hours for female employees, 16.85 hours for male employees) (2024: 21.25; 2023: 19.2)³¹.

The metrics for training include apprentices, students, and employees on parental leave (in the total figure for training hours and in the denominator), but not external workers.

[S1-14 – Health and safety metrics](#)

We have introduced a management system for health and safety at work (SGAM) in Germany, and our technology center in Gross-Gerau is ISO 45001-certified. As at December 31, 2025, the SGAM covered 50.9 percent of our workforce³² (2024: 48.1 percent; 2023: 52.2 percent).

There were no (0) fatal accidents at work or work-related health events resulting in death in 2025 (2024: 0; 2023: 0).

In total, there were twelve recordable workplace accidents³³ (2024: nine; 2023: four), of which seven were accidents on the way to or from work and one was an accident off-site (remote working). This equates to a rate of recordable workplace accidents of 4.51 accidents per one million hours worked. Calculating the accident rate requires the annual number of hours worked. As we do not have a timekeeping system at CHG-MERIDIAN, we use the number of working hours per employee as agreed in their contract. Weekends, public holidays, country-specific holidays, and sick days are not included in the figures for annual days and hours worked. Part time (i.e. FTE <100 percent) is factored in. The rate does not include employees on parental leave. The number of reported work-related illnesses was two, provided that legal restrictions permit these to be recorded. Overall, 43 days were lost to work-related accidents and ill health³⁴.

[S1-15 – Work-life balance](#)

All CHG-MERIDIAN Group employees (100 percent) (2024: 100 percent) have a legal right to family-related time off (e.g. maternity leave, paternity/parental leave, and carer's leave) in accordance with applicable national labor, social, and equality laws, or are granted additional time off by CHG-MERIDIAN³⁵. The Company ensures that the legal requirements are met in full and helps all entitled employees to access the relevant entitlements. The proportion of entitled employees taking family-related time off in 2025 was as follows:

³¹ As 2025 is the first time that we have broken down the average training hours per employee by gender, we do not have comparative data for 2024 and 2023.

³² The percentage is calculated as follows: employees covered by an SGAM management system / total headcount. The numerator includes all employees in Germany (i.e. AG, Industrial Solutions GmbH, devicenow, and circulee); the denominator includes the total headcount as defined in [S1-6](#).

³³ Must be reported under national law; in Germany, the employers' liability insurance association must be notified.

³⁴ No prior-year figures as the rate of recordable workplace accidents (per one million hours worked), the number of work-related illnesses, and the number of days lost were first recorded in 2025.

³⁵ Depending on the location, the time off granted for parental leave may vary by gender, and in some cases time off for parental leave or other family-related leave is unpaid.

Employees who have taken family-related leave (%) ³⁶	2025	2024 ³⁷
Total	5.0	3.6
- Female employees	7.8	6.3
- Male employees	2.9	1.6

[SI-16 – Remuneration metrics \(pay gap\)](#)

Gender pay gap:

The HR administration software provides the basis for calculating the gender pay gap. As data is not available for the entire Group, we calculate the gender pay gap for the Central Europe region (CHG-MERIDIAN AG, Industrial Solutions GmbH, Austria, Switzerland) using the salary data that is actually available. We believe the calculated result closely reflects the Group-wide gender pay gap, given that Central Europe represents about half of our employees. Sales roles – more prevalent outside Germany – are excluded, as all sales employees receive the same basic salary irrespective of gender, plus variable performance- and target-based pay in line with their role and experience. They can therefore be excluded from this analysis. Furthermore, only employees who do not have disciplinary leadership are considered. Also excluded are apprentices and students, employees on maternity/parental leave, temporary staff, and student and other interns. The salaries of part-time employees are extrapolated to 100 percent full-time equivalent (FTE); the salaries of temporarily inactive employees (e.g. male colleagues on parental leave for one or two months and employees on sabbatical leave) are also extrapolated. Furthermore, we assume that additional payments for target achievement are paid in full at the end of the year, as the information on actual target achievement and payments is not available until the first quarter of the following year. The salary data is recorded as at December 31, 2025. In this respect, our definition of gender pay gap deviates from the ESRS definition (unadjusted gender pay gap).

The following formula is used: $(\text{average male salary} - \text{average female salary}) / (\text{average male salary})$, calculation of the total salary (extrapolated to 100 percent FTE): basic salary + allowances + bonus + targets.

In Central Europe, the gender pay gap fell slightly year on year to 9.4 percent in 2025 (2024: 9.9 percent; 2023: 9.4 percent).

³⁶ In contrast to the headcount figures in [SI-6](#), the percentages include employees on parental leave, apprentices, students (excl. interns) as they are also entitled to family-related leave. The percentage is calculated as follows: number of employees who took family-related leave during the reporting year / Headcount including employees on parental leave, trainees, and students (as of the reporting date).

³⁷ Unlike the 2025 figures, the 2024 figures did not include leave taken to care for family members, but only leave taken for maternity and parental leave. Furthermore, in the previous year, we used average values instead of the total number in the numerator to calculate the rate. Due to a lack of available data, the 2024 figures cannot be calculated retroactively in the same way as the 2025 figures. Consequently, comparability between 2024 and 2025 is limited.

SI-17 – Complaints and severe human rights impacts

Our non-discrimination policy defines what we consider to be discrimination. For example, we do not tolerate direct or indirect discrimination, harassment, bullying, or violence.³⁸ In 2025, seven³⁹ incidents of discrimination were reported, with one case deemed to be a false positive following an internal investigation (2024: 4; 2023: 6).

There were no (0) other reported complaints in relation to work-related matters (reported via the Company's own channels and the National Contact Points for OECD Multinational Enterprises) (2024: 0; 2023: 0) and no (0) incidents of severe human rights violations in the workforce (2024: 0; 2023: 0).

No (€0) penalties, fines, or compensation were paid in connection with incidents of discrimination or other work-related complaints (2024: €0; 2023: €0). All incidents listed above are recorded in our internal incident management system and systematically processed and documented; see also [G1](#).

³⁸ We take discrimination based on the following protected characteristics into account when determining the metric: ethnic group, skin color, ethnic background, nationality, religion, gender, gender identity, transsexuality/transgender, sexual orientation, age, physical characteristics, physical or mental disability, marital status, pregnancy or potential pregnancy, parental or professional status, political ideology, membership of a union, HIV/AIDS, socio-economic status, veteran status, or association with a person with one or more of the aforementioned characteristics.

³⁹ Deviation from the previous year as all reported incidents are included this year, i.e. even those deemed false positives following the investigation phase.

4.2 S2 – Workers in the value chain

At CHG-MERIDIAN, we believe it is essential to conduct our business dealings with business partners and suppliers in a responsible manner. Procurement gives us an opportunity to bring about positive change, and we aim to make our supply chains progressively more transparent. The *Workers in the value chain* chapter deals with working conditions and equal treatment of workers in the supply chain.

[SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#)

The following table shows the material impacts, risks, and opportunities of the ESRS S2 sub-topics:

Topic	Impact materiality (ESRS 2 SBM-3)	Financial materiality (ESRS 2 SBM-3)
Working conditions	<p>IRO: Negative impact on working conditions during the extraction of raw materials and the manufacture of leased assets</p> <p>Details: The extraction of raw materials used in leased assets and the associated production processes are often associated with inadequate pay for dangerous and physically demanding work, poor working conditions, a lack of safety, long/unregulated working hours, a lack of social dialogue, and no freedom of association. Examples include rare earths from China and cobalt from the Democratic Republic of the Congo.</p>	No material risks and opportunities in relation to workers in the value chain were identified.
Equal treatment and opportunities for all	<p>IRO: Negative impact on equal treatment within the workforce during the extraction of raw materials and the manufacture of leased assets</p> <p>Details: In addition to the aforementioned potential negative (systemic) impacts, unregulated markets often have no standards for working conditions, equal treatment, and equal opportunities, for example in artisanal and small-scale cobalt mining in DR Congo.</p>	

CHG-MERIDIAN is indirectly linked to these negative impacts through its upstream business relationships, even if we – as described in SBM-1 – as the lessor have no influence on the supplier and the selection of products. No particular risk has been identified for certain groups of people; rather, these are systemic impacts in the supply chain. Child labor, forced labor, and unequal payment can be an issue in the extraction of raw materials and the manufacture of leased assets, for example in artisanal and small-scale cobalt mining in DR Congo. The IROs identified are material for our upstream value chain. Consequently, there are no policies, targets, or actions at CHG-MERIDIAN itself, but we have taken various actions in procurement to progressively make our supply chain more transparent.

CHG-MERIDIAN uses indirect information sources such as journalism, NGO analyses, and investigative research in its risk analysis and to gain a better understanding of how workers in the value chain are affected. We do not currently engage in direct dialogue with affected workers.

Our strategies, guidelines, and actions in relation to workers in the value chain form part of our contribution to sustainable development as defined by the UN’s sustainable development goal no. 5 ‘Gender equality’ and no. 8 ‘Decent work and economic growth’.

[S2-1 – Policies related to value chain workers](#)

Procurement gives us an opportunity to bring about positive change, and we aim to make our supply chains progressively more transparent. As the raw materials used in our IT devices are often extracted in countries of the Global South with low labor standards, there is a risk of unfair pay and even forced labor. The manufacture of devices also consumes a lot of resources and water, and generates considerable emissions. Indirect suppliers in the IT industry, in particular, are sometimes located in high-risk countries with regard to human rights and environmental protection.

Although we have defined the topics E2 *Pollution*, E3 *Water*, and S3 *Affected communities* as not material in the upstream value chain (see [ESRS 2 SBM-1](#)), we would like to provide transparency. We therefore continued to refine our overarching sustainable procurement guideline in 2025 by preparing to expand it to expense supplier groups that have so far not been included and by automating the categorization and assessment process for business suppliers.

Policies and standards

CHG-MERIDIAN is committed to upholding human rights and labor rights along the entire value chain. The policies mentioned below cover all CHG-MERIDIAN companies except circulee, devicenow, abakus, OPC, and MLC.

- 1. Respect for human rights and labor rights:** CHG-MERIDIAN is committed to respecting the human rights and labor rights of all workers in the value chain. This is defined in our code of conduct, which applies to all business partners (not solely to suppliers). It clearly states that we reject child labor, forced labor, compulsory labor, and human trafficking, for example; see [G1-1](#).
- 2. Engaging with workers in the value chain:** The expectations and requirements of workers in the value chain are factored into the stakeholder analysis.
- 3. Grievance mechanisms and remediation:** CHG-MERIDIAN has established a whistleblowing process that also allows external parties, including workers in the value chain, to anonymously report human rights violations and other grievances. The details of this process are described in chapter G1. Reports are reviewed and appropriate remedial or preventive action is taken.
- 4. Monitoring and implementation:** Compliance with human rights standards is ensured through regular risk analyses using EcoVadis tools. In its methodology, EcoVadis explicitly follows the UN guiding principles, the ILO fundamental conventions, and the OECD guidelines. The methodology and assessment criteria are based on international standards.

The **sustainable procurement guideline** (since 2022) and the **sustainable supplier management policy** (since 2023/2024) provide the mandatory framework.

- The **guideline** contains general principles, risks, and targets relating to sustainable procurement. It is the responsibility of the Board of Management and is operationally managed by the Supplier Management department. The guideline contributes to the SDGs (MDR-P 65 d). Employees can access the guideline on iKNOW .
- The **policy** defines the principles of sustainable supplier management in greater detail. For example, it describes the approach to identifying and managing sustainability risks, as well as responsibilities, training sessions, and performance measurement. The policy is the responsibility of the Executive Vice President of Finance for Central Europe and the Group Regulatory Officer. The guideline contributes to the SDGs. Employees can access the policy on iKNOW.

Structure of supplier management at CHG-MERIDIAN

CHG-MERIDIAN's procurement organization has a decentralized structure.

A range of different departments have responsibility for individual purchases and for managing the respective suppliers:

- Business suppliers → central Supplier Management. Operational responsibility for risk management lies with the Sustainability Leader for sustainable procurement in the Sustainability Office, who reports to the Board of Management.
- Expense suppliers → relevant departments, in particular:
 - a. IT hardware/software → BTS vendor management
 - b. EOL partners → EOL competence center

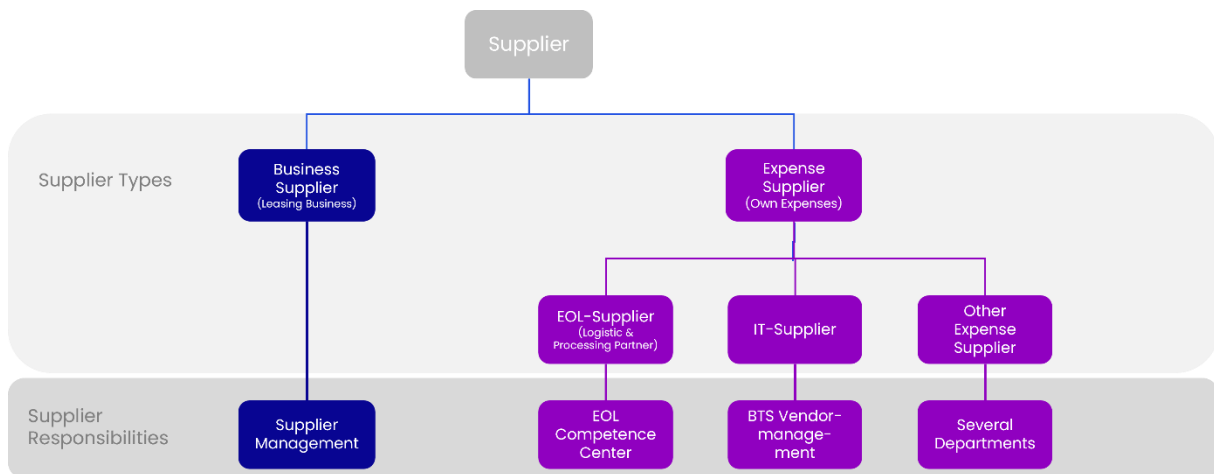


Fig.: Supplier types and responsibilities

[S2-2 – Processes for engaging with value chain workers about impacts](#)

CHG-MERIDIAN does not have a separate process for engaging directly with workers in the value chain or their lawful representatives. The views of these workers are indirectly taken into account during the analysis of interested parties (stakeholder analysis) in line with ISO standards. The interested parties analysis is conducted regularly as part of the IMS, allowing for the expectations and requirements of relevant stakeholder groups – including workers in the value chain – to be identified and factored into business processes.

[S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns](#)

Workers in the value chain can express their concerns via anonymous whistleblowing channels. The contact details of the ombudsperson are on the website. Information on the whistleblowing process, the remedial action taken in the event of negative impacts, the effectiveness of the channels, and the policies on protection from reprisals can be found in [G1-1](#).

We cannot say whether workers in the value chain are familiar with the structures and processes for raising concerns as we are not in direct contact with them. Our suppliers are not obliged to report violations, as we enter the contract after it has been agreed and finance the assets, but we do not select the supplier.

[S2-4 – Taking action in relation to value chain workers](#)

Assessment of business suppliers

We always take our own behavior and the interests of our customers into account in our business activities. We primarily use the order takeover model in our lease-based customer business, thus allowing customers to specify which suppliers they would like to use to cover their requirements. While we have less influence over suppliers in this scenario, we still consider it our responsibility to demand proof of sustainability wherever possible.

In rental-based customer business, for example where we provide technology management, we take the lead in the selection of suppliers. We carry out due diligence in these business relationships and are able to exert a greater influence on supplier behavior. This allows us to set the bar higher with regard to sustainability and – primarily by customer request – ask for additional proof of sustainability, such as certificates. We ask for an EcoVadis rating or equivalent proof from suppliers in our top segments, taking the requirements of our policy into account in each case. This enables us to identify potential for improvement and suggest appropriate remedial action. This is how we integrate aspects of responsible procurement into our business relationships.

Business suppliers are categorized in Supplier Management. Our categorization methodology has moved away from its initial heuristic approach covering CHG-MERIDIAN AG to a data-driven assessment at Group-level⁴⁰ (see fig. ‘Comparison of risk-assessed business suppliers 2023 – 2025’). We further refined our categorization methodology in 2025 by integrating Power BI-based data processing (pilot in Q3 2025, rollout in Q4 2025). This enabled us to increase the robustness of our base data and thus the uniformity of the risk assessment.

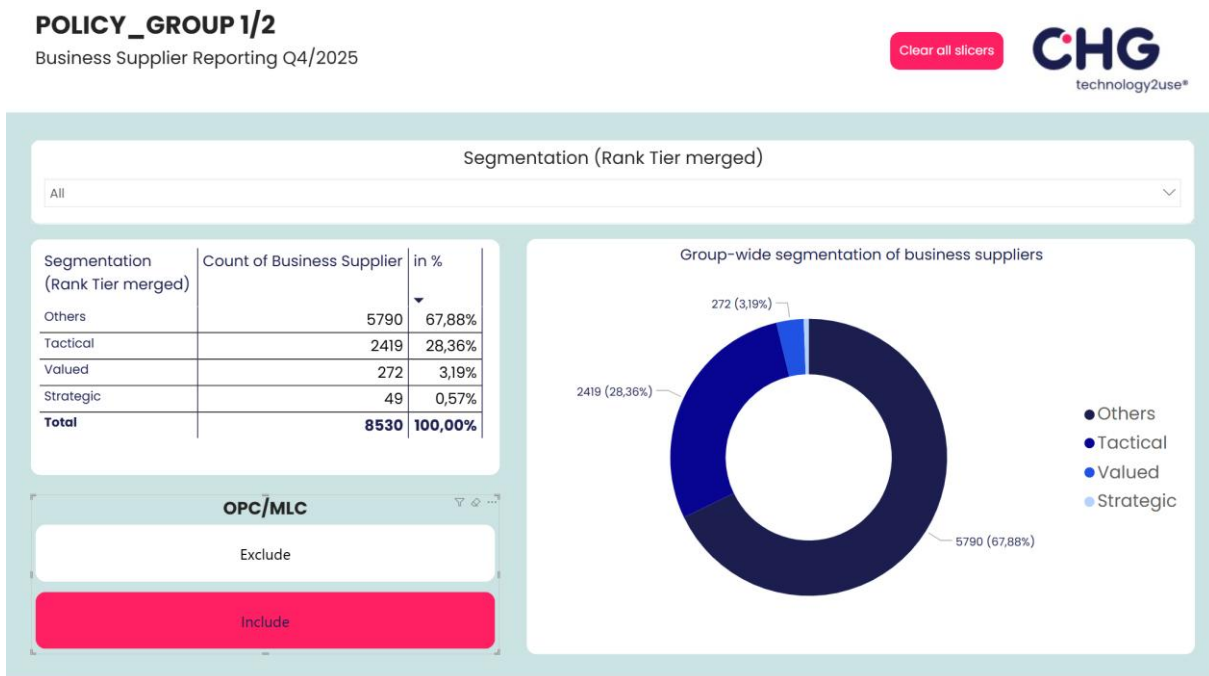


Fig.: Group-wide categorization of business suppliers, including OPC and MLC (as at December 31, 2025)

⁴⁰ Excluding abakus, devicenow, and circulee as they have a different business model, and excluding the new subsidiaries in Singapore and Thailand as they did not yet have any lease originations in 2025.

Target-oriented training in 2025

In 2025, we made employees with a supplier management function aware of relevant content in the policy. Teams that will be assessing expense suppliers this year and the next received training in 2025. We will continue to provide relevant target groups with training on processes and innovations relating to our sustainability requirements for suppliers.

	2025	2024	2023
Training activities	Training course <i>Sustainable procurement. risk analysis using EcoVadis tools and deriving actions therefrom</i>	Training course <i>Sustainable procurement. targets and risk analysis</i>	Training course <i>Sustainable vendor management policy</i>
Course content	<ul style="list-style-type: none"> - Foundations of sustainable procurement - Analysis of sustainability risks using EcoVadis tools - Additional actions to promote sustainability (e.g. sustainability clauses in contracts; on-site audits) - Involvement in the implementation and monitoring of actions 	<ul style="list-style-type: none"> - Aims of supplier assessments - Definition of where CHG-MERIDIAN can assume a duty of care in the supply chain - New phased approach to carrying out supplier assessments - How more in-depth risk analyses are performed and risk is managed 	<ul style="list-style-type: none"> - Approach to categorizing suppliers - Requirements for sustainability assessments, risk assessments, approval procedures, and next steps
Completed supplier management training	94% (target group: 17 BTS vendor management and logistics & processing managers, of whom 16 received training)	93% (target group: 274 Global Operations employees, of whom 256 received training)	86% (target group: 80 supplier managers, of whom 69 received training)

All of the aforementioned actions in supplier management are ongoing. CHG-MERIDIAN has created a range of HR resources, including the compliance team and a sustainability-focused function in Supplier Management, to coordinate and support supplier management and related actions and reporting channels.

CHG-MERIDIAN endeavors to prevent or minimize any negative impacts on workers in the value chain caused or facilitated by its own business activities. This includes procurement. We take a risk-based approach if preventing or mitigating negative impacts is in conflict with satisfying our other business requirements.

Our actions in supplier management are currently focused on creating transparency. The negative impacts in the upstream value chain are potential and systemic in nature, i.e. we do not know whether there are actual human rights violations linked to our leasing activities. Consequently, we also do not know whether our supplier categorization, training sessions for employees, and other actions actually have a positive impact.

No actual severe human rights violations in the supply chain were reported in 2025. If, despite all of our prevention measures, we hear of an incident in the upstream value chain via the whistleblowing process, the case follows our internal investigation process, which we document in ServiceNow, in the same way as for incidents of discrimination and data protection violations.

[S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities](#)

In 2025, we set new binding targets up to 2030 in order to specifically drive forward our ambitions with regard to sustainable procurement. Our new targets are guided by the vision of making supply chains more transparent and assessing the sustainability performance of our suppliers. We firmly believe that creating transparency is an important step toward mitigating potentially negative impacts on workers in the upstream value chain. Our targets relate to workers in the value chain and to sustainable procurement in general, i.e. to environmental and compliance criteria as well.

With this in mind, we have defined three connected focus areas:

1. ESG assessment of all relevant business suppliers
2. Development and gradual rollout of a categorization methodology for expense suppliers and the systematic recording of sustainability performance
3. Regular on-site audits at our EOL processing partners⁴¹

Extension of the sustainability assessment approach to expense suppliers

Our sustainability management has so far focused on business suppliers. In 2025, we started to develop a data-driven concept for segmenting and assessing expense suppliers. Following the Group-wide introduction of the SAP system, we will continue to develop the concept in order to steadily improve data quality. By 2030, we hope to achieve cumulative coverage of more than 80 percent of expense suppliers covered by our defined business processes (base year 2024 with 0 percent coverage of expense suppliers). Initial categorization trials and sustainability assessments were carried out in 2025.

Overview of strategic targets and metrics up to 2030:

Metric		Actual figure in 2023	Actual figure in 2024	Actual figure in 2025	Target	Year of target achievement
Risk-assessed business suppliers (strategic & valued)		43%	100%	96.57%	≥ 90%	Ongoing
Selected risk-assessed expense suppliers⁴²	Central IT	-	-	23.17%	≥ 22%	2025
	End of lease	-	-	-	≥ 33%	2026
	Austria & Slovenia	-	-	-	≥ 34%	2027
	CHG AG	-	-	-	≥ 75%	2028
	Switzerland	-	-	-	≥ 78%	2029
	Industrial Solutions GmbH	-	-	-	≥ 80%	2030
On-site audits for international EOL processing partners		-	0%	0%	≥ 85%	Ongoing (annual)

Fig.: Strategic targets up to 2030

⁴¹ Supplier group to which we apply the highest standards.

⁴² Targeted expense suppliers = all IT suppliers, all EOL suppliers, and all 'tactical', 'valued', and 'strategic' expense suppliers in the Central Europe region; the targets for 2025 to 2030 are reported as cumulative values. Assumptions: defined growth rates for the total supplier sample through acquisitions, geographical expansion, and increased business complexity up to 2030; the SAP implementation and new data sources could also lead to changes in the number of suppliers and thus necessitate target adjustments.

Workers in the value chain are not involved in setting the aforementioned targets, in measuring progress, or in making suggestions for improvement.

Our eleven **EOL processing partners** are a particularly important group of expense suppliers. Like our technology centers in Gross-Gerau and Skien, they primarily handle data erasure and refurbishment of IT lease returns. Starting in 2026, we aim to conduct regular **on-site audits** of these partners based on a standardized checklist with added ESG criteria. The audits will be carried out by logistics & processing managers who have received relevant training; the results and any remedial action will be documented centrally and reported to the Board of Management.

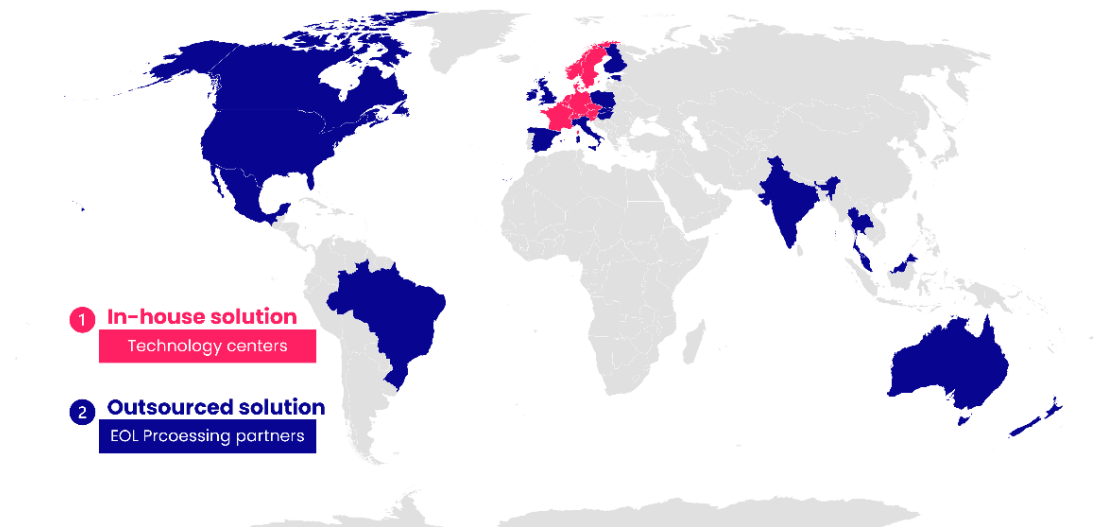


Fig.: Global coverage with EOL processing partners

[S2 – Metrics for sustainable procurement](#)

Assessment of business suppliers

Scope of metrics:

- All CHG-MERIDIAN companies except circulee, devicenow, and abakus as they follow a different business model.
- No volume of business can be reported for the year under review for the companies founded in Malaysia and Thailand in 2025.
- The new company in Singapore is captured in full in our systems and has been taken into account.
- The data for OPC and MLC has been taken into account for 2025. We obtain data for both companies from external systems that we cannot independently validate.
- The metrics are not validated by an external body other than the assurance provider.

As described in [S2-4](#), we cannot state whether the actions – and thus the metrics – assess the effectiveness in relation to material S2 IROs, as we want to make the supply chain more transparent first. The metrics that we use show how we create transparency in supplier management and how we identify potential and systemic risks in the upstream value chain.

The following progress was made in the reporting year:

In the fourth quarter of 2024, we expanded our approach to assessing supplier sustainability. This new approach involves an abstract risk analysis to establish the risk categories of our supplier base, which determines whether more in-depth and company-specific sustainability

assessments are required. The abstract risk analysis is based on country-specific and sector-specific sustainability risks; the process is automatic and contactless. It also takes relevant documents such as ISO 14001 certificates and sustainability reports into account. By the end of 2025, we had categorized more than 7,200 business suppliers across 79 countries and 161 industries and had achieved over 90 percent coverage in the top segments.

	2025***	2024**	2023*
Business Suppliers total	8.530	6.736	7.310
thereof Strategic + Valued	321	293	395
Number of risk-classified suppliers total	7.259 (~ 85%)	6.085 (~ 90%)	184* (~ 3%)
Number of risk-classified suppliers of segments Strategic & Valued	310 (96,6%)	293 (100%)	171 (~ 43%)
	** Scope: CHG-MERIDIAN Group, including OPC India and Meridian Leasing Corporation; data-driven survey; risk assessment based on EcoVadis IQ+; Vitals and ratings	** Scope: CHG-MERIDIAN Group; data-driven survey; risk assessment based on EcoVadis IQ+ and ratings; further refinement of the segmentation methodology (active accounts in CRM as SSoT; reduction of duplicates; revision of the "Strategic" definition)	* Scope: CHG-MERIDIAN Group; data-driven survey; risk assessment based on EcoVadis ratings

Fig.: Comparison of risk-assessed business suppliers 2023–2025

*Scope CHG-MERIDIAN Group; data-driven approach; risk assessment based on EcoVadis ratings.

**Scope CHG-MERIDIAN Group; data-driven approach; risk assessment based on EcoVadis IQ+ and ratings; additional adjustment of categorization methodology (active accounts in CRM as SSoT; reduction of duplicates, review of the definition of 'strategic').

***Scope CHG-MERIDIAN Group, including OPC and MLC; data-driven approach; risk assessment based on EcoVadis IQ+, Vitals, and ratings.

Depending on the segment and risk profile, a specific risk analysis is performed to identify any gaps in meeting legal requirements. Suppliers in the valued segment with high or medium risk are assessed using a simplified questionnaire (EcoVadis Vitals), whereas suppliers in the strategic segment with high or very high risk must submit a full sustainability rating.

Overall risk	Segments (rank tiers)			
	Others	Tactical	Valued	Strategic
Very high	No action	Vitals	Rating	Rating
High	No action	Vitals	Vitals	Rating
Medium high	No action	No action	Vitals	Vitals
Medium low	No action	No action	No action	Vitals
Low	No action	No action	No action	No action
Very low	No action	No action	No action	No action

Fig.: Priority actions depending on segment and risk

The simplified Vitals tool from EcoVadis has been in use since the first quarter of 2025. It has primarily been tested as a pilot with selected business suppliers of CHG-MERIDIAN's Mexican company. Of the 23 suppliers invited, four have completed the questionnaire so far (response

rate of 17.4 percent). A reminder workflow and, where necessary, targeted talks with the suppliers have been planned for 2026 with the aim of increasing the response rate.

The option of a specific risk analysis in the form of a rating – preferably by EcoVadis – will remain. It includes a more in-depth analysis based on a comprehensive, company-specific questionnaire.

Calculation of overall sustainability-related risk (overall supplier risk)

As there has been a specific risk – in addition to the abstract risk relating to a few suppliers – based on EcoVadis Vitals since 2025, our risk assessment always takes the risk into account that has been determined using the highest quality standards in each case. Where there is a risk value from EcoVadis Vitals or an EcoVadis rating in addition to the abstract risk value, the risk determined using the highest quality standards is used as the authoritative sustainability-related supplier risk (overall supplier risk). This risk affects how we proceed and determines the next steps that we take with the specific supplier. This is how we calculate the overall sustainability-related risk.

Using the aforementioned assessment approach, we were able to identify the overall sustainability-related risk for 7,259 business suppliers by December 31, 2025 and categorize it according to the segment that they belong to. As a result, there is work to do for 86 suppliers in total in the ‘tactical’, ‘valued’, and ‘strategic’ segments. These suppliers will undergo a specific risk analysis using EcoVadis Vitals in 2026. A very high overall sustainability-related risk was not identified for any of our business suppliers. The strategic target of achieving at least 90 percent coverage of the business supplier base in the ‘strategic’ and ‘valued’ segments was met in 2025, with coverage reaching 96.6 percent (see fig. ‘Comparison of risk-assessed business suppliers 2023–2025’).

Overall Supplier Risk	Rank Tier				Amount of Business Suppliers
	2 (Others)	3 (Tactical)	4 (Valued)	5 (Strategic)	
Very high	0	0	0	0	0
High	3	3	8	0	14
Medium high	616	588	53	10	1.267
Medium low	897	596	89	12	1.594
Low	2.881	768	70	16	3.735
Very low	396	201	41	11	649
undefined*	41	55	0	0	96
currently not uploadable to IQ+**	956	208	11	0	1.175
Amount of Business Suppliers per segment	5.790	2.419	272	49	8.530
Amount of risk classified Business Suppliers per segment	4.793	2.156	261	49	7.259
Proportion of risk classified Business Suppliers per segment	83%	89%	96%	100%	85%

	Amount
no measure	7.269
Vitals	86
Rating	0

*Suppliers that cannot be assigned an abstract risk in IQ+ as they are conglomerates, for example.

**Suppliers that cannot be uploaded to IQ+ due to insufficient data quality in CHG-MERIDIAN systems, or that have not yet been uploaded.

Fig.: Number of business suppliers by segment and sustainability-related risk (Data as at December 31, 2025)⁴³

Assessment of expense suppliers

As part of the phased target achievement by 2030 (see figure ‘Strategic targets up to 2030’), the scope for 2025 only includes CHG-MERIDIAN AG. Expense suppliers are assessed in connection with the centralized procurement of the Company’s own IT hardware and software.

⁴³ These figures have been externally reviewed, but our auditors did not assess whether the assignment to the EcoVadis risk classes is logical.

This type of procurement is hugely important to CHG-MERIDIAN as it often involves outsourcing as defined by the Minimum Requirements for Risk Management (MaRisk).

Using the aforementioned assessment approach, we were able to identify the overall sustainability-related risk for 73 expense suppliers (these are exclusively IT suppliers, as shown in fig. 'Strategic targets up to 2030') by December 31, 2025 and categorize it according to the segment that they belong to. As a result, there is work to do for two suppliers in total in the 'strategic' segment. These suppliers will undergo a specific risk analysis using EcoVadis Vitals in 2026. A very high overall sustainability-related risk was not identified for any of our expense suppliers. The strategic target of achieving at least 22 percent coverage of the expense supplier base was met in 2025 (see fig. 'Strategic targets up to 2030'), with coverage reaching 23.17 percent.

Overall Supplier Risk	Rank Tier				Amount of Expense Suppliers
	2 (Others)	3 (Tactical)	4 (Valued)	5 (Strategic)	
Very high	0	0	0	0	0
High	0	0	0	0	0
Medium high	0	0	0	0	0
Medium low	0	17	9	2	28
Low	1	23	9	5	38
Very low	0	5	2	0	7
currently not uploaded to IQ+*	5	4	2	1	12
Amount of targeted Suppliers per segment	6	49	22	8	85
Amount of risk classified targeted Suppliers per segment	1	45	20	7	73
Total of targeted Expense Suppliers					315
Percentage of risk classified Expense Suppliers per segment					23.17%

no measure	71
Vitals	2
Rating	0

*Suppliers that cannot be uploaded to IQ+ due to insufficient data quality in CHG-MERIDIAN systems, or that have not yet been uploaded.

Fig.: Number of expense suppliers by segment and sustainability-related risk

5 GI – Governance information

5.1 GI – Corporate governance

Integrity, sustainability, and transparency are the principles that underpin CHG-MERIDIAN’s corporate governance and operating policy. Six values were introduced in 2022 that reflect a shared understanding of how we should treat each other, our priorities, and our expectations of business partners. These are: passion, trust, respect, customer focus, individual responsibility, and integrity. This chapter describes the corporate culture and the tenets of principled corporate governance.

[SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#)

The following table shows the material impacts, risks, and opportunities of the ESRS GI sub-topics:

Topic	Impact materiality (ESRS 2 SBM-3)	Financial materiality (ESRS 2 SBM-3)
Corporate culture	<p>IRO: creation of positive corporate values and a positive corporate culture</p> <p>Details: CHG-MERIDIAN introduced six corporate values that guide the interactions within the Company and with business partners. Consciously embedding these values promotes a positive working environment and clearly defines the expectations regarding internal and external collaboration. The values provide a boost to team spirit, increase the sense of belonging and employee satisfaction, and foster an open and respectful corporate culture. The result is higher productivity, better collaboration, and improved employer branding, with a positive effect on wellbeing across the Company.</p>	<p>IRO: Personnel risk resulting from not putting corporate values into practice</p> <p>Details: CHG-MERIDIAN has defined corporate values and expects all employees to put them into practice in their work and integrate them into the corporate culture. Where the values are not actively put into practice by employees, indirect pressure arises from a lack of identification, inadequate orientation, and unclear expectations in the working environment. This can lead to a lack of loyalty as well as dissatisfaction, declining motivation, and a poor sense of community within the workforce. Consequences include high staff turnover, falling productivity, a poor working atmosphere, and potentially negative impacts on employees’ wellbeing.</p>
Corruption and bribery	<p>IRO: Negative impacts linked to potential cases of corruption and bribery</p> <p>Details: CHG-MERIDIAN provides technology-related leasing and related services in various countries and conducts international business processes. Business activities in countries with a higher risk of corruption have an inherent risk of corruption and bribery. Incidents of corruption can impact on the integrity of business processes, distort competition, and undermine stakeholder confidence. Potentially negative impacts include restrictions on fair business practices and human rights, but this risk can be reduced by taking remedial action.</p>	<p>Reputational risk and risk of fines due to corruption and bribery</p> <p>Details: CHG-MERIDIAN conducts international leasing and service transactions and relies on transparent and legal business practices to do so. A lack of transparency in business processes and the potential risk of corruption can lead to opacity, inefficient collaboration, and misconduct. This can undermine stakeholder confidence, weaken competitiveness, lead to exclusion from tenders, incur financial disadvantages, and make it more difficult to enter new markets. Consequences include reputational damage, financial losses, fewer growth opportunities, legal sanctions such as fines, and the loss of integrity and fairness in business.</p>

The strategies, guidelines, and actions in relation to corporate governance form part of our contribution to sustainable development as defined by the UN’s sustainable development goal no. 16 ‘Peace, justice, and strong institutions’.

[G1-1 – Corporate culture and corporate governance concepts](#)

Corporate culture and values

We believe that our corporate culture is the backbone of our success. With this in mind, we have defined six key values that apply both internally and to our business partners: passion, trust, respect, customer focus, individual responsibility, and integrity.

These six values are enshrined in our **code of conduct**. Since 2012, we have set out our values for our customers, Board of Management, employees, and business partners, including our suppliers, in our code of conduct, which was approved by the Board of Management and shared on various internal and external channels. It is included, for example, in the contract documents for business partners and is covered in mandatory training sessions for the workforce (excluding abakus, devicenow, circulee, and OPC). The code of conduct applies to all subsidiaries of the CHG-MERIDIAN Group.

Respect for human rights is firmly embedded in the code of conduct of CHG-MERIDIAN, drawing on internationally recognized human rights standards. These include the UN's Universal Declaration of Human Rights, European conventions, and the principles of the International Labour Organization (ILO), as well as the UN Global Compact and the Diversity Charter, to which we are signatories. Through our membership in the UN Global Compact, we are committed to following the principles of sustainable business, including protecting and respecting international human rights, supporting the abolition of forced labor and child labor, eliminating discrimination in the workplace, and fighting corruption, blackmail, and bribery. We also take stakeholders into account. Our values, for example, are aligned with the expectations of the workforce and the business partners, as well as the transparency requirements of funding partners and relevant authorities .

CHG-MERIDIAN has put strategies, policies, guidelines, and written procedures in place that set internal standards and harmonize the way we work. The overarching strategies and guidelines, such as the sustainability strategy (see [ESRS 2 SBM-1](#)), are approved by the Board of Management.

There are a number of documents that provide orientation:

- Strategies define CHG-MERIDIAN's strategic targets and the action to be taken in order to achieve them.
- Guidelines are strategic documents that provide the framework and the targets for a business unit, department, or business process.
- Policies define the legal, organizational, and/or technical requirements; they complement a guideline and follow the targets set.
- Written procedures define processes and specify the technical processes and organizational responsibilities needed to deliver a policy's requirements.

All of these documents are stored on the Company's own iKNOW platform, where they can be accessed by employees.

Our management systems

In addition to the aforementioned special statutory provisions and in response to ever-higher market requirements, CHG-MERIDIAN is increasingly making use of third-party certification schemes. This is also in keeping with the precautionary principle, which relies on a number of different mechanisms. By using norms such as the ISO standards as guidance and implementing actions that conform with these, we want to reduce the risk of negative impacts. ISO certifications prove that our continuous improvement processes are externally validated. In 2023, we began to

establish an IMS that combines the various management systems into one central, overarching system. Like all of our other systems, the IMS is continuously refined.

The biggest environmental, social, and governance (ESG) risks are present at our production sites and at sites with a large number of employees. These are the technology centers in Gross-Gerau and Skien, and our headquarters in Weingarten. All other sites are rented offices with a relatively small number of employees. As a consequence, we have initially focused the management systems on the technology centers and our headquarters. The scope for ISO 14001, ISO 22301, ISO 27001, and ISO 27701 2024 was expanded to Europe in 2024, and it passed a monitoring audit in 2025. The scope for ISO 37301 was also expanded to Europe in 2025.

Management system	Scope
ISO 9001	Technology centers in Gross-Gerau and Skien, and CHG-MERIDIAN Italy and CHG-MERIDIAN Australia
ISO 14001	CHG-MERIDIAN with sites in Europe, including Switzerland, Norway, and the UK
ISO 22301	CHG-MERIDIAN with sites in Europe, including Switzerland, Norway, and the UK
ISO 27001	CHG-MERIDIAN with sites in Europe, including Switzerland, Norway, and the UK
ISO 27701	CHG-MERIDIAN with sites in Europe, including Switzerland, Norway, and the UK
ISO 37301	CHG-MERIDIAN with sites in Europe, including Switzerland, Norway, and the UK
ISO 45001	Gross-Gerau technology center

Regulatory affairs

CHG-MERIDIAN has an internal control system based on the Three Lines Model, as described in [ESRS 2 GOV-5](#). The second line at CHG-MERIDIAN, Regulatory Affairs, includes the areas of compliance, anti-money laundering, information security, data protection, business continuity management, outsourcing, environmental management, risk management, and sustainability, including the governance aspects of all management systems and all senior management functions. Each area has an officer and a deputy who report to the Board of Management every quarter during the regulatory meeting and to the Supervisory Board once a year as part of the annual reporting. At the top level is the **regulatory strategy**, which, together with the sustainability, compliance, and internal audit strategies, forms a functional strategy. The regulatory strategy applies to the CHG-MERIDIAN Group and serves as the interdepartmental and cross-unit strategy. The strategy provides an overarching set of rules for managing regulatory topics. Local units can base specific actions on it and adapt them to local regulatory requirements. It defines the principles of integrity, the business ethics, and the approach to how CHG-MERIDIAN responds to legal and regulatory requirements. The vision is based on the principle of 'protecting our progress', i.e. that regulatory requirements should be harmonized and met efficiently with the aim of contributing to profitable growth. Where possible, the objective is to establish management systems in accordance with international standards (e.g. ISO) and have them certified. Overall responsibility for the regulatory strategy lies with the Board of Management, while operational responsibility lies with the Regulatory Affairs department.

There are a number of guidelines and policies based on the regulatory strategy. The **compliance guideline** applies across the CHG-MERIDIAN Group, excluding abakus, devicenow, circulee, MLC, and OPC, and is superordinate to specific policies such as the whistleblowing or anti-corruption policies. This guideline defines the fundamental compliance matters and requirements for the CHG-MERIDIAN Group. Compliance at CHG-MERIDIAN focuses on legal requirements, and our compliance management is geared toward international standards, such as ISO 37301, and the individual country's financial laws and regulatory standards. The primary aims of the compliance guideline are to protect integrity, provide proof that the organization meets relevant requirements, and secure the status of compliance. The guideline was approved by the Board of

Management and applies to all CHG-MERIDIAN Group companies that must meet local legal or regulatory compliance requirements. The Compliance Officer, their deputy, and the Compliance Manager ensure compliance at CHG-MERIDIAN. Compliance management takes the interests of a variety of stakeholder groups into account, including employees via a functional whistleblowing system and regular awareness training, and customers and business partners by establishing a Group-wide code of conduct.

Regulatory training⁴⁴

Our management systems and the associated continuous improvement processes help us to ensure that we act responsibly and keep moving forward. Training courses for our employees and development programs for our managerial staff further promote and reinforce appropriate conduct. We want to use Group-wide internal communication to embed our policies in all of our activities and business relationships. The aim of this approach is to ensure that our employees have a very sound understanding of what it means to act responsibly. The awareness program focuses on our managers, in particular, as they act as role models and have the task of enforcing CHG-MERIDIAN's safety guidelines in their area of responsibility. That is why this group requires in-depth knowledge of existing provisions and must accept all aspects of the regulatory system (see *Executive compliance training* ↓).

The following table shows the training activities and the completion rates. The metrics also form part of the IMS and are thus validated by an external party, currently Quality Austria.

General comments on the training activities:

- Employees joining or leaving the Company during the defined processing period, employees on long-term sick leave, and employees released from their duties were not included in the basis figure or in the percentage of tests completed.
- Courses that were assigned to employees and delivered in the following calendar year, but within the defined escalation period, were recognized in the year in which the course was first assigned.
- In accordance with our regulatory awareness policy, persons who are not CHG-MERIDIAN employees, but have access to the systems, must attend *information security* and *data protection* training.

Training activities	Information	Completed tests in 2025	Completed tests in 2024	Completed tests in 2023
Code of conduct	Mandatory for all new employees worldwide. Has to be repeated every three years.	265 of 267 (99.3%)	270 of 274 (98.5%)	256 of 256 (100%)
Compliance refresher⁴⁵	Mandatory worldwide, refresher every three years.	n/a	n/a	1,378 of 1,378 (100%)
Executive compliance⁴⁶	Mandatory for all new management staff worldwide.	262 of 262 (100%)	39 of 39 (100%)	46 of 46 (100%)

⁴⁴ At CHG-MERIDIAN, all employees (including managers) with system access are given training, i.e. the entire Group excluding abakus and devicenow. As some roles at OPC have system access, the holders of these roles are given training, e.g. on executive compliance, in accordance with the regulatory awareness policy.

⁴⁵ Includes content on the prevention of discrimination and human rights abuses.

⁴⁶ The executive compliance training module was revised in 2025 and rolled out to all managers in September 2025. In 2024, it was only available to newly appointed managers and people in new management roles created by internal transfers.

Avoidance of money laundering in accordance with GWG	Mandatory at national level in Germany and some other countries (each country is responsible for compliance). Has to be repeated every three years.	130 of 130 (100%)	112 of 113 (99.2%)	139 of 139 (100%)
GWG refresher	Mandatory at national level in Germany. Refresher every three years.	n/a	730 of 730 (100%)	n/a
Health and safety	Mandatory for all new employees in Germany, Austria, and Switzerland. Automatically repeated every year.	862 of 862 (100%)	848 of 848 (100%)	123 of 123 (100%)
Business continuity management	Mandatory for all new employees across Europe. Has to be repeated every three years.	208 of 209 (99.5%)	189 of 190 (99.5%)	n/a
Business continuity management refresher	Mandatory across Europe, refresher every three years.	n/a	1,055 of 1,055 (100%)	n/a
ISO environmental management	Mandatory for all new employees across Europe. Has to be repeated every three years.	208 of 209 (99.5%)	189 of 190 (99.5%)	139 of 139 (100%)
ISO environmental management refresher	Mandatory across Europe, refresher every three years.	n/a	1,054 of 1,055 (99.9%)	n/a
Information security	Mandatory for all new employees worldwide.	266 of 267 (99.6%)	270 of 274 (98.5%)	256 of 256 (100%)
Information security refresher	Mandatory worldwide, refresher every three years.	n/a	1,266 of 1,267 (99.9%)	n/a
Data protection	Mandatory for all new employees worldwide. Has to be repeated every three years.	267 of 267 (100%)	268 of 274 (97.8%)	256 of 256 (100%)
Data protection refresher	Mandatory worldwide, refresher every three years.	1,425 of 1,425 (100%)	n/a	n/a
Outsourcing	Mandatory in Germany for all employees in BTS and Regulatory Affairs, and for managers in units regulated by KWG in Germany.	44 of 44 (100%)	36 of 36 (100%)	n/a
Fraud prevention	Mandatory for all new management staff worldwide.	265 of 267 (100%)	1,540 of 1,545 (99.7%)	n/a
Non-discrimination	Voluntary training on the content of the non-discrimination policy, run by the DEI committee (one-off training in 2024 and 2025) and offered at all subsidiaries excluding	731 of 1,563 (46.8%)	365 of 1,447 (25.2%)	n/a

	abakus, devicenow, circulee, MLC, and OPC.			
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Anti-corruption, anti-bribery, and anti-fraud matters

There are further policies based on the regulatory strategy and the compliance guideline that aim to mitigate risks related to corruption, bribery, and fraud. CHG-MERIDIAN takes a zero-tolerance approach to all forms of corruption and bribery.

The **anti-corruption policy** is a global policy, and thus a minimum standard. Stricter local anti-corruption laws override this policy. The anti-corruption policy sets out rules for dealing with gifts, invitations, events, and public tenders, which we believe harbor the greatest risk of corruption and bribery. CHG-MERIDIAN takes a risk-based approach and relies on, among other things, the Corruption Perceptions Index (CPI) score published by *Transparency International*. Other standards include the UK Bribery Act and ISO 37301. The interests of key stakeholder groups (in this case, lawmakers) are thus taken into account. Employees can access the policy on iKNOW. The Board of Management of CHG-MERIDIAN has overall responsibility for anti-corruption, while the Group Compliance Officer has operational responsibility and acts as the central contact point if escalation is required. At CHG-MERIDIAN, the members of the Board of Management are functions exposed to greater compliance risks, and thus corruption risks, as they are responsible for, and have a duty of care for, the entire Group pursuant to section 93 AktG.

Whistleblowing mechanism

We have set up a multilevel reporting system for suspected corruption, anti-competitive behavior, compliance breaches, violations of labor rights or human rights, and more in accordance with the German Whistleblower Protection Act (HinSchG). The reporting system is defined in the Group-wide **whistleblowing policy**. The fundamental principles of this policy are confidentiality, anonymity, protection from reprisals, and the duty to conduct a full investigation. Alongside internal and external reporting channels such as our regulation portal, ombudsperson, dedicated email addresses, a central hotline, and the option to speak directly to a relevant contact person, all stakeholders also have access to our whistleblower mechanism. The SpeakUp portal was set up internally in 2025. It lists all available reporting options at a glance to provide employees with greater clarity about the reporting channels. All employees, customers, business partners, workers in the value chain, and other stakeholders can access all of the aforementioned channels (with the exception of the reporting portal, which is only available internally). In addition, we maintain an ongoing dialogue with our stakeholders. The ombudsperson is independent and investigates reports objectively. If technically possible, the ombudsperson replies to the submitter within seven days to confirm receipt of the report. The submitter will receive an update on the reported incident within three months, if technically possible. The Board of Management has overall responsibility for the whistleblowing policy and the related process, while the Compliance Officer is responsible for operational implementation and monitoring. A new whistleblowing tool is scheduled for launch in 2026 to replace the ombudsperson.

Respect, trust, and tolerance define the way we treat one another. Reports of potential violations are therefore treated in strict confidence and not considered to be a breach of trust. A report will not lead to adverse consequences for the person making the report, as long as they made it in good faith. The whistleblower remains anonymous at all times, unless the whistleblower gives explicit prior consent or subsequently explicitly authorizes the disclosure. The ombudsperson conducts an initial assessment of the complaints submitted to it. Any complaints categorized as relevant by the ombudsperson and all complaints submitted through other channels are

systematically recorded in a dedicated tool as part of our incident management system and are processed by the person responsible for the relevant topic. If necessary, other local representatives or managers can be called upon to process this report in strict confidence.

[G1-3 – Prevention and detection of corruption and bribery](#)

Anti-corruption and integrity

Bribery and corruption are unacceptable at CHG-MERIDIAN, and we expect this standard to be upheld not only by our organization but also by our business partners. From the Supervisory Board and the Board of Management to each and every employee, we all work together to manage compliance effectively at every level. CHG-MERIDIAN maintains a multitude of guidelines, policies, and requirements, e.g. concerning gifts, independence, competition, antitrust law, taxation, and prevention of corruption. Prevention of crime, money laundering, and financing of terrorism, as well as export controls and customs checks, dealing with elected representatives and public officials, and outsourcing are also important topics in this context. As described in G1-1, a multilevel reporting system has been set up for suspected corruption and bribery.

Compliance management and risk minimization

In 2013, we implemented a Group-wide compliance management system (CMS) and created the role of Compliance Officer and an official deputy. Our sites in Central Europe are certified under ISO 37301 compliance management systems. Besides training and actions to raise awareness⁴⁷, the Compliance Officer is responsible for carrying out a compliance risk analysis and the ongoing development of the CMS. The compliance risk analysis covers 100 percent of sites that have a compliance management system (2024: 100 percent; 2023: 100 percent). The Compliance Officer also runs the quarterly compliance monitoring of legislative changes, the results of which are reported to the Board of Management and the Supervisory Board. The Board of Management and the Compliance Officer are jointly responsible for implementing measures to minimize bribery and corruption risks. As described in GOV-5, the second line (which includes the compliance team) works independently of the first line and thus ensures its independence and objectivity. Furthermore, the Compliance Officer reports to the Board of Management and the Supervisory Board; the compliance team and the entire Regulatory Affairs department are independent and separate from the chain of management. The CMS is regularly checked through internal and external audits.

In accordance with the conflict of interest policy, the Supervisory Board is responsible for minimizing risks arising from conflicts of interest. CHG-MERIDIAN records critical incidents in an incident management system and collectively discloses these, along with any loss or damage incurred, in the compliance report on an annual basis. Relevant statistics on this topic are shared with the Board of Management and the Supervisory Board. In addition, the Board of Management is updated by means of quarterly reports and on an ad hoc basis. A risk assessment of our business ethics was carried out in 2025. All sites except abakus, devicenow, circulee, OPC, and MLC are part of the parent company's central governance of compliance management.

Our business partners are selected using a risk-based compliance check via our customer relationship management (CRM) system. CHG-MERIDIAN does not categorize business partners by type or region as all partners have to undergo the compliance check, and we expect some to submit a self-declaration and to comply with our code of conduct. This is how we are currently approaching our suppliers and customers. In some cases, contracts reference our code of

⁴⁷ For information on training, see section G1-1.

conduct as the basis of our business relationship. We monitor any legislative changes, incidents, and measures, and communicate them to stakeholders on our website or via other appropriate media.

Training

As described in [G1-1](#), every new employee receives training on the code of conduct, during which the topic of corruption and bribery is covered (worldwide, except OPC India / affiliated companies such as abakus, devicenow, circulee). The training is provided as online videos on the iQ platform. This is followed every three years by a compliance refresher to raise awareness of the topics once again.

The members of the CHG-MERIDIAN Board of Management are exposed to greater compliance risks, and thus corruption risks, as they are responsible for, and have a duty of care for, the entire Group under section 93 AktG. During executive compliance training, they are given a deep dive on the code of conduct, on compliance, and on anti-corruption and anti-bribery; 100 percent of at-risk functions received this training. All managers (team leader and above) receive this training; see [G1-1](#).

[G1-4 – Incidents of corruption or bribery](#)

Our approach to compliance is based on the prudence principle, i.e. we continuously take action to avoid corruption, including in 2025. Some of the actions we took in 2025 are outlined below:

1. Adaptation of the compliance disclaimer:

In 2025, we adapted the compliance disclaimer that is automatically attached to event invitations sent to customers and other business partners. The disclaimer ensures that all parties are aware of the importance of this topic. This action applies worldwide.

2. Expansion of the ISO 37301 CMS to include all European sites:

The sites in the Central Europe region were ISO 37301-certified for the first time in 2024; in 2025, the scope of ISO 37301 was expanded to include all European sites. ISO 37301 helps companies to systematically meet legal and regulatory obligations. It is a standard and certification that defines specific requirements for establishing, implementing, and improving a CMS based on the PDCA cycle (plan, do, check, act). Among other things, a regulatory inventory was rolled out across Europe as part of this process.

There were no (0) convictions and/or fines related to anti-corruption and anti-bribery legislation in the reporting year. Furthermore, there were no (0) confirmed incidents in which our own employees were dismissed or disciplined for corruption or bribery, and no (0) confirmed incidents relating to contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery.

[G1 – Targets & metrics](#)

We have set ongoing targets for the material IROs related to the G1 sub-topics (*corporate culture and anti-corruption*) that apply up to 2030:

- More than 75 percent of our active sites to be covered by management systems, with at least three valid ISO certificates.
- The IMS includes a range of metrics for measuring the effectiveness of the management systems. With regard to compliance, we use the number of completed compliance training sessions to measure the effectiveness of related actions. We aim to strengthen

anti-corruption and bribery by providing an appropriate range of training. We are pursuing the target of training at least 95 percent of affected employees on compliance matters each year (all employees in our IT systems, i.e. excluding those at abakus, devicenow, circulee, and OPC in 2025).

- Furthermore, we measure the effectiveness of our actions relating to *corporate culture* through our employee survey, which is conducted every two years. The 2025 survey confirmed that CHG-MERIDIAN's corporate values are an integral element of its culture. Almost 90 percent of respondents (excluding those at abakus, devicenow, circulee, and MLC) are familiar with the corporate values and identify with them.

5.2 Data protection & information security (entity-specific)

This chapter deals with our approaches to managing data protection and information security, which are essential to our business model and our stakeholder groups.

[SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model](#)

The following table shows the material impacts, risks, and opportunities of the entity-specific topic in the ‘Governance’ chapter:

Topic	Impact materiality (ESRS 2 SBM-3)	Financial materiality (ESRS 2 SBM-3)
Data protection and information security (entity-specific)	<p>IRO: Negative impacts linked to potentially inadequate data protection and information security</p> <p>Details: CHG-MERIDIAN leases IT devices downstream that process and store sensitive data of business customers and their end users. It also erases the data that they contain and remarkets them. Managing this infrastructure harbors the risk of data loss, data leaks, and unauthorized access to sensitive or personal data. The loss or misuse of data can compromise the confidentiality, integrity, and availability of customer data and undermine confidence in data security. Customers and end users affected by the loss of sensitive data may find that their rights and privacy, and potentially their commercial security, have been jeopardized.</p>	<p>IRO: Reputational risk and risk of fines due to inadequate data protection and information security</p> <p>Details: In the course of providing IT leasing, remarketing, and related services, CHG-MERIDIAN processes and protects the personal data of business customers. Non-compliance with data protection and information security requirements can lead to data breaches, unauthorized access to data, or misuse of sensitive information. Data protection and information security violations can erode customer confidence and lead to official investigations and legal disputes. The risks for CHG-MERIDIAN include financial losses due to fines or compensation payments and reputational damage.</p>

Our success in technology management and our financing expertise depend to a large extent on efficient and secure IT applications and systems for our customers and business partners, and for our own IT infrastructure. Our strategies, guidelines, and actions in relation to data protection and information security form part of our contribution to sustainable development as defined by the UN’s sustainable development goal no. 8 ‘Decent work and economic growth’ and no. 16 ‘Peace, justice, and strong institutions’.

[Policies related to data protection and information security \(MDR-P\)](#)

Information technology (IT) is penetrating ever deeper into our Company’s business processes and communication structures. Consequently, the success of the CHG-MERIDIAN Group depends to a high degree on powerful and efficient IT applications and systems. IT not only assists our employees with their day-to-day work in all areas of the Company but is also a material aspect of our day-to-day business (eraSURE® data erasure for our customers).

We collect, process, and use personal data, as well as general and sensitive information, in order to fulfil our responsibilities and obligations toward our customers, contractual partners, employees, service providers, authorities, and other third parties. We also collect, process, and use data and information with specific security levels that require special protection against unauthorized access.

Privacy and information security management system (PISMS) processes are in place to ensure the functionality of the information technology used, and the availability, integrity, authenticity, and confidentiality (basic tenets of information security) of the processed data.

The **information security & data protection guideline** applies to the CHG-MERIDIAN Group excluding abakus, devicenow, circulee, and MLC. It defines targets and responsibilities with the aim of minimizing relevant risks and ensuring an appropriate level of information security and data protection. The information security management system is based on ISO 27001 and the regulatory requirements of KWG, MaRisk, and the Supervisory Requirements for IT in Financial Institutions (BAIT). Data protection is based on the GDPR, ISO 27701, national laws, and the requirements of the relevant supervisory authorities. IT is also subject to a number of regulatory and legal requirements that specify the implementation of various security measures. Compliance with applicable laws and regulations must be ensured at all times.

The Board of Management and the management teams of the units regulated by the German Banking Act have responsibility for the policy and are periodically informed by the responsible functions, at least every quarter and on an ad hoc basis, about material changes and the current situation.

The following roles were established and resources allocated to ensure information security and the protection of personal data.

- (Group) Information Security Officer and deputy
- (Group) Data Protection Officer and deputy
- Information security manager
- Information risk manager

Our management systems and the associated continuous improvement processes help us to ensure that we act responsibly and keep moving forward. Engaging with stakeholders with regard to data protection and information security is part of this. CHG-MERIDIAN operates exclusively in the B2B sector, which is why we process hardly any personal data of consumers. At the start of business relationships, we advise customers of how we process personal data.

[Taking action on, and approaches to, managing material risks and pursuing material opportunities related to data protection and information security \(MDR-A\)](#)

We have implemented an action plan for the CHG-MERIDIAN companies so that we can ensure comprehensive information security and data protection, and meet the targets that we have set with regard to managing material potential negative impacts and material risks:

- In 2025: ongoing development and continuous optimization of the integrated risk management process introduced in 2023 in accordance with the legal requirements for regulated financial services providers (BAIT and MaRisk) in Germany, Austria, and Switzerland, as the central IT systems are operated by CHG-MERIDIAN AG across the Group; our subsidiaries abakus, devicenow, circulee, and MLC have their own IT applications
- Regular internal audits and independent, third-party penetration tests of the IT systems; this includes all subsidiaries with access to CHG-MERIDIAN systems, excluding abakus, devicenow, circulee, OPC, and MLC (ongoing)
- ISO 27001-certified information security management system at all CHG-MERIDIAN sites in Europe and for tesma and the eraSURE® data erasure process used in the refurbishment of lease returns, including recertification of the BSI basic protection

certificate of conformity according to B1.15 (deleting and destroying data); this certification covers all of the Group's centrally operated IT applications as they are centrally managed by CHG-MERIDIAN AG (ongoing)

- Operation of a global data protection management system aligned with international standards (ISO 27701); all CHG-MERIDIAN sites in Europe have been certified in accordance with this standard (ongoing)
- Continuous improvement through the PDCA cycle (plan, do, check, act) across the Group, excluding abakus, devicenow, circulee, OPC, and MLC as they have their own IT applications (ongoing)

CHG-MERIDIAN monitors and assesses the effectiveness of the aforementioned actions as part of its IMS.

[Targets related to data protection and information security \(MDR-T\)](#)

We have not set time-bound and measurable targets for data protection and information security as we continuously refine our management approach in line with the principle of continuous improvement, and monitor and manage the effectiveness of our actions with the help of various metrics, including the number of security incidents (see the [Metrics in relation to data protection and information security](#) section). We have formulated a range of overarching, qualitative security and data protection targets that directly or indirectly support the objectives set out in our business strategy.

CHG-MERIDIAN attaches great importance to information security and data protection, and is committed to the following principles:

- Ensuring confidentiality, availability, integrity, and authenticity of information
- Permanent protection of all of the Company's critical and non-critical business processes and of all relevant business areas against IT-related threats
- Strong protection of personal data
- Protection of data subjects' rights
- Documented fulfillment of duties of care and avoidance of organizational liability

The following sub-targets can be derived from these overarching targets:

- Protection of confidential information from unauthorized access/viewing
- Protection of the integrity of information from unwanted modification/falsification
- Protection of the availability of information from system outages/unauthorized manipulation
- Ensuring compliance with regulatory requirements (international and national, e.g. BaFin, MaRisk, KWG)
- Ensuring compliance with statutory provisions (GDPR, German Data Protection Act, German Telecommunications Act, German Telemedia Act, etc.)
- Ensuring compliance with contractual agreements with customers and suppliers
- Measurability of the benefits of actions on information security and data protection

[Metrics in relation to data protection and information security \(MDR-M\)⁴⁸](#)

Our employees and business partners are able to report data protection and information security violations via the channels mentioned in section [G1-1](#). There are also separate reporting channels directly to the Data Protection Officer (via the website).

In addition to compliance violations, we also record and document security incidents in the *data protection and information security* categories in our central ServiceNow system. For this purpose, we have established an overarching security incident process that begins with an analysis of the facts. Based on the findings, actions are developed and implemented in the recovery phase to eliminate or minimize risks. The review phase then involves a check by a second member of staff before the incident is closed.

There was one notifiable incident under the GDPR in 2025. The following table provides an overview of the year-on-year change. The metrics also form part of the ISO certifications (ISO 27001 and 27701) and are thus validated by an external party, currently Quality Austria:

	2025	2024	2023
Data protection incidents	22	11	15
Information security incidents	307	494	400
Notifiable incidents	1	0	0

Definition of metrics:

Metric	Definition
Data protection incidents	Incident in which data protection or related actions were violated or endangered, or an attempt was made to violate them. Examples: inadequate application of GDPR principles, non-compliant transfer of personal data, violation of duties/rights of the controller and of the processor, violation of the rights of the data subject
Information security incidents	Incident in which our security targets related to <i>confidentiality, integrity, and/or availability</i> were violated or endangered, or an attempt was made to violate them. Examples: emails with malicious code such as ransomware, telephone calls attempting to obtain confidential information, loss or theft of IT devices, devices returned without erasing the data first
Notifiable incidents	Notifiable incidents (report to regulatory authority or derived from regulatory/statutory provisions)

⁴⁸ Applies across the Group, excluding abakus, devicenow, circulee, OPC, and MLC.

6 Assurance Report

Assurance report of the independent German public auditor on a limited assurance engagement in relation to the combined non-financial report⁴⁹

To CHG-MERIDIAN AG, Weingarten

6.1 Assurance Conclusion

We have performed a limited assurance engagement on the separate non-financial report of CHG-MERIDIAN AG, Weingarten, which is combined with the separate non-financial report of the parent company (hereafter the 'combined non-financial reporting'), for the financial year from January 1 to December 31, 2025.

The combined non-financial reporting was prepared to comply with section 340 (4) in conjunction with section 340i (5) and sections 315b and 315c of the German Commercial Code (HGB) for a non-financial group report and in conjunction with section 340a (1a) and sections 289b to 289e HGB for a non-financial report of an entity.

The prior-year disclosures marked as unassured and the external sources of documentation or expert opinions mentioned in the combined non-financial reporting and marked as unassured were not subject to our assurance engagement (see the appendix to this Assurance Report).

Based on the procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the accompanying combined non-financial reporting for the financial year from January 1 to December 31, 2025 was not prepared, in all material respects, in accordance with section 340 (4) in conjunction with section 340i (5) and sections 315b and 315c HGB for a non-financial group report and in conjunction with section 340a (1a) and sections 289b to 289e HGB for a non-financial report as well as with the supplementary criteria presented by the legal representatives of the Company.

We do not express an assurance conclusion on the prior-year disclosures marked as unassured. Neither do we express an assurance conclusion on the external sources of documentation or expert opinions marked as unassured (see the appendix to this Assurance Report).

Basis for the Assurance Conclusion

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in the section 'German Public Auditor's Responsibilities for the Assurance Engagement on the Combined Non-Financial Reporting'.

We are independent of the Company in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has applied the requirements for a system of quality control as set forth in the IDW Quality Management Standard issued by the Institut der Wirtschaftsprüfer [Institute of Public Auditors in Germany] (IDW):

⁴⁹ We have performed a limited assurance engagement on the German version of the combined non-financial report and issued an Independent Practitioner's Report in German language, which is authoritative. The following text is a translation of the original German Independent Practitioner's Report.

Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)). We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

Emphasis of matter – principles for the preparation of the combined non-financial reporting

Without modifying our assurance conclusion, we refer to the disclosures in the combined non-financial reporting describing the principles for the preparation of the combined non-financial reporting. According to these, the Company has applied the European Sustainability Reporting Standards (ESRS) to the extent specified in sections 'BP-1 – General basis for preparation of the sustainability report' and 'IRO 2 – Disclosure Requirements in ESRS covered by the undertaking's sustainability report' of the combined non-financial reporting.

Responsibilities of the Executive Directors and the Supervisory Board for the combined non-financial reporting

The executive directors are responsible for the preparation of combined non-financial reporting in accordance with the applicable German legal and European requirements as well as with the supplementary criteria presented by the executive directors of the Company and for designing, implementing, and maintaining such internal controls that they have considered necessary to enable the preparation of combined non-financial reporting in accordance with these requirements that is free from material misstatement, whether due to fraud (i.e. manipulation of the non-financial reporting) or error.

This responsibility of the executive directors includes establishing and maintaining the materiality assessment process, selecting and applying appropriate reporting policies for preparing the combined non-financial reporting, as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

The Supervisory Board is responsible for overseeing the process for the preparation of the combined non-financial reporting.

Inherent limitations in preparing the combined non-financial reporting

The applicable German legal and European requirements contain wording and terms that are subject to considerable interpretation uncertainties and for which no authoritative, comprehensive interpretations have yet been published. As such wording and terms may be interpreted differently by regulators or courts, the legality of measurements or evaluations of sustainability matters based on these interpretations is uncertain.

These inherent limitations also affect the assurance engagement on the combined non-financial reporting.

German Public Auditor's responsibilities for the assurance engagement on the combined non-financial reporting

Our objective is to express a limited assurance conclusion, based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the combined non-financial reporting has not been prepared, in all material respects, in accordance with the applicable German legal and European requirements and the supplementary criteria presented by the Company's executive directors, and to issue an assurance report that includes our assurance conclusion on the combined non-financial reporting.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. We also:

- obtain an understanding of the process used to prepare the combined non-financial reporting, including the materiality assessment process carried out by the Company to identify the information to be included in the combined non-financial reporting.

- identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures, and obtain limited assurance to support the assurance conclusion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. In addition, the risk of not detecting a material misstatement in information obtained from sources in the value chain not within the Company's control (value chain information) is ordinarily higher than the risk of not detecting a material misstatement in information obtained from sources within the Company's control, as both the Company's executive directors and we as practitioners are ordinarily subject to restrictions on direct access to the sources of the value chain information.
- consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the procedures performed by the German Public Auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing, and extent of the selected procedures are subject to our professional judgment.

In performing our limited assurance engagement, we:

- evaluated the suitability of the criteria as a whole presented by the executive directors in the combined non-financial reporting.
- inquired of the executive directors and relevant employees involved in the preparation of the combined non-financial reporting about the preparation process, including the materiality assessment process carried out by the Company to identify the information to be included in the combined non-financial reporting, and about the internal controls relating to this process.
- evaluated the reporting policies used by the executive directors to prepare the combined non-financial reporting.
- evaluated the reasonableness of the estimates and related information provided by the executive directors. If, in accordance with ESRS, the executive directors estimate the value chain information to be reported for a case in which the executive directors are unable to obtain the information from the value chain despite making reasonable efforts, our assurance engagement is limited to evaluating whether the executive directors have undertaken these estimates in accordance with ESRS and assessing the reasonableness of these estimates, but does not include identifying information in the value chain that the executive directors were unable to obtain.
- performed analytical procedures and made inquiries in relation to selected information in the combined non-financial reporting.
- considered the presentation of the information in the combined non-financial reporting.

Restriction of use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the assurance report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the assurance report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company alone. We do not accept any responsibility to third parties. Our assurance conclusion is not modified in this respect.

Engagement terms

This engagement is based on the 'Special Terms and Conditions of BDO AG Wirtschaftsprüfungsgesellschaft' dated July 1, 2025 agreed with the Company and on the

'General Engagement Terms for Wirtschaftsprüferinnen, Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (German Public Auditors and Public Audit Firms)' dated January 1, 2024 (www.bdo.de/engagement-terms-conditions).

Frankfurt am Main, 15.04.2026

BDO AG

Wirtschaftsprüfungsgesellschaft

Lukas Rist
Wirtschaftsprüfer

Nils Brandt
Wirtschaftsprüfer

6.2 Appendix to the assurance report: Unassured elements of the combined non-financial reporting

Not subject to our assurance engagement were the following external sources of documentation or expert opinions mentioned in the combined non-financial reporting:

- the results of the risk analyses for CHG-MERIDIAN's suppliers from the platform of the external service provider EcoVadis mentioned in the section 'Assessment of business suppliers'.

The following disclosures were also not subject to our assurance engagement:

- the prior-year disclosures marked as unassured.
- references to websites. The information to which these references pertain has not been substantively audited by us.

Publisher:

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Disclaimer:

This report contains forward-looking statements that reflect the views currently held by the Board of Management of CHG-MERIDIAN AG with respect to future events. These forward-looking statements are based on our latest plans, assessments, and projections. Assertions relating to the future merely reflect the situation at the time that they were made. These assertions are dependent on risks and uncertainties as well as other factors over which CHG-MERIDIAN has no influence and which can lead to significant deviations from the actual results of these assertions. These risks, uncertainties, and other factors are described in detail in the risk report section of the CHG-MERIDIAN AG management report. CHG-MERIDIAN AG does not intend to update such assertions relating to the future.